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SURVEY MIDMONTHLY

SURVEY ASSOCIATES INC.

Publication Office
34 North Crystal Street, East Stroudsburg, Pa.
Editorial and Business Office
112 East 19 Street, New York, N. Y.

SURVEY MIDMONTHLY—Monthly—$3 a year
SURVEY GRAPHIC—Monthly—$3 a year
SUBSCRIPTION TO BOTH—$5 a year

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So They Said

in the special issue of
Survey Graphic, November 1942

COLOR

Unfinished Business of Democracy

• There is a solid part of our own American people who will not sacrifice, even for the sake of victory in this war, their prejudices against color.—PEARL S. BUCK, *author.*

• The greatest evil of caste in America is that it puts the finest Negro at the mercy of the meanest white man.—EDWIN R. EMBREE, *president of the Julius Rosenwald Fund.*

• In this epochal struggle for a free world for free men, the shadow of the slave tradition still hangs over us and dims our way. — ELMER ANDERSON CARTER, *New York State Department of Labor.*

• Exclusion and defeat produce the buffoon, the clown, and the boisterous good-for-nothing. Many little "Bigger Thomases" walk the streets of Harlem as "muggers" now. — JOHN A. DAVIS, *professor of political science, Lincoln University.*

• For better or worse, humanity faces the alternatives of world chaos, world tyranny or world order, and must take serious stock of its choices. This is what we presume to call democracy's unfinished business.—ALAIN LOCKE, *professor of philosophy, Howard University; special editor November Survey Graphic.*

• There can be no final success for the nation's war effort if it leaves any class of labor enslaved, or exploited, or rejected.—CHARLES S. JOHNSON, *department of social sciences, Fisk University.*

• A community is democratic only when the humblest and weakest person can enjoy the highest civil, economic, and social rights that the biggest and most powerful possess. — A. PHILIP RANDOLPH, *president of the Brotherhood of Sleeping Car Porters.*

• No one who accepts the basis of our Christian tradition will deny that men are equal in the most important of common denominators, in that they are all ambassadors of the same God. One does not humiliate an ambassador. He may be an unpleasant man, of a distasteful shape or color, and his mind may lack grace; yet he demands respect because of what he represents.—HERBERT AGAR, *former editor of the Louisville Courier-Journal, now a naval officer.*

• No attempt at domination over a group of another color has ever failed, ultimately, to weaken the self-proclaimed "superior" race.—ADOLF A. BERLE, JR., *Assistant Secretary of State.*

• There may be a whole lot wrong with America, but there's nothing that Hitler can fix.—*Attributed to Joe Louis by a public speaker; quoted by Sterling A. Brown in "Out of Their Mouths."*

• After four thousand years of history, the Chinese people as a whole still believe in moral values; they are not afflicted with the sophisticated post-Versailles cynicism of the West. — LIN YUTANG, *Chinese scholar and author.*

• Responsibility for southern poverty does not end at the Mason-Dixon line. Certainly a nation concerned about "freedom from want" in Malaya cannot consider that it has no concern or responsibility in Georgia.—JONATHAN DANIELS, *editor; Assistant Director of Civilian Defense.*

• As long as production for private gain rather than for public welfare drives the wheels of our modern economy, some groups will see the easiest way of advancing their own well-being in the subordination of other groups.—EDWARD C. CARTER, *secretary general of the Institute of Pacific Relations.*

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Governor of New York 1932-42; now Director of Foreign Relief and Rehabilitation

"We have done a lot together in the last few years," Governor Lehman summed up in his farewell address before the New York State Conference of Social Work in November. "To you social workers in our public and private welfare agencies I say: Look at the fast-moving scene about you. Identify the mighty forces that surround you. Evaluate the growing goals of a determined world. Recast your philosophy until it captures the implications of what is happening in every continent, every nation, every city, every town and every neighborhood of the world. This is a gigantic task of world rehabilitation. The flood tides of democracy have become a torrent that is washing away the debris of a half-democratic, half-slave world. The fires of the human spirit have become a flame that is lighting the way for the new world—in yourself, in your community, in your nation, in your world."

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SURVEY MIDMONTHLY

DECEMBER 1942

VOL. LXXVIII NO. 12

Children and Manpower

By MARSHALL FIELD

Chairman, National Citizens Committee,
White House Conference on Children in a Democracy

THERE is every indication that the problems of children are increasing in direct proportion to the increased demand for manpower. We hear of small children left alone while their mothers go to work, of a shortage of teachers and of overcrowded educational facilities in war industry areas, of a sharp rise in juvenile delinquency and of unmarried motherhood among young girls, of the increased use of children in the labor market, of the lack of adequate medical and nursing personnel to guard maternal and child health. These problems bear a definite relationship to the manpower needs of our country and of our present manpower policy.

Working Mothers

THE DEMAND FOR MANPOWER IS ONLY IN ITS BEGINNING stages, especially in regard to women. In 1941 the number of women in war industries was about 1,500,000. Before the end of 1942 it will reach 4,500,000. We have been warned by the War Manpower Commission that before the end of 1943 the number will grow to 6,000,000. But what are our total resources in womanpower? How should women be classified for use in war production? In what order should they be called?

I find myself extremely impatient with persons who write articles under such captions as "Help Mothers Win the War!" It seems to me that a great deal of misdirected patriotic zeal is going into efforts to encourage mothers with young children to work full time in industry and to place their children in day-care centers.

For years we have been working for social legislation that would enable mothers to care for their own children and give children an opportunity to develop in a home environment. In the report of the first White House Conference held in 1909 there is eloquent testimony to the values of home life. One of the most persuasive arguments for the widows' pension movement was the necessity for keeping mothers and children together. Again, the basis for our present federal provision for aid to dependent children is the desirability of home care for children.

It takes little imagination to know what happens in a home when the mother carries a full time job. Added to eight hours of exacting work in the noise and strain of a factory are the time and energy required for getting to and from work. After such a day a woman is hardly in condition to attend to her household duties and to mother her children. I question whether a woman can continue to do a competent job in industry when she is worried about how her children are getting along without her.

Apparently some persons feel that when there is public provision for young children in a day-care center and some after-school supervision for school-age children, a mother's worries are over. They forget what it may mean to take little children from their beds in the early morning and hurry them off. They forget that there are many children who have a dangerous feeling of insecurity when they are away from their mothers from dawn to dark. They forget that there are many days when children show some indication of being ill and should be kept at home. They forget what is likely to happen to school-age children cut loose from parental supervision.

British experience in dealing with women in war industries offers us a wealth of suggestions. All women from eighteen to forty-five have been registered. All women are subject to call for war services, with the exception of two classes: women over forty-five years of age and mothers of children under fourteen. We should take note that in spite of England's desperate need for workers, mothers of children under fourteen are exempt from call for war work. These women are permitted to work full time, but are encouraged to work only part time. It had been found in England that there was poor economy in a plan for full time employment of such mothers. Too many extra people were required to substitute for the mother in her home duties, and even with substitutes the whole family suffered.

Under the present British system, part time shifts have been arranged in industry so that two mothers can share an eight-hour shift, each working four hours. This makes it possible for women to do team work not only in industry but in caring for their households and children as well. Other part time shifts are arranged so that some mothers

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work only three days each week. In explaining this labor policy in a recent issue of *The Child*, Lady Simon, a visitor from England, pointed out: " . . . when women with children are employed [full time] there is an inevitable amount of absenteeism, an increase in truancy leading to juvenile delinquency, and a lowering of the health of mothers."

We must seriously consider the cost before we encourage women with children under fourteen to take on full time jobs. We must be sure first that we have done everything possible to make intelligent and effective use of our total manpower and womanpower resources.

Education in Wartime

IN CONSIDERING THE EFFECT OF THE WAR ON THE education of children, we are again confronted with problems of competition in the use of manpower and materials, between the war effort and children's needs.

The National Education Association tells us that for the current school year we are facing a shortage of from 50,000 to 60,000 teachers. There is every reason to expect that, unless something is done to prevent it, this shortage will be greatly increased next year. According to information from the U. S. Office of Education, the teacher shortage in elementary schools is largely in rural areas where many schools failed to open this fall, and where thousands of children are not now in school. Many rural schools that have remained open have been able to do so only through a lowering of standards and the appointment of poorly trained teachers. Think what this may mean in the dwarfing of the educational development of many of our rural children.

Teacher shortage in high schools occurs for the most part in the positions ordinarily filled by men. They are in such fields as physical education, mathematics, science, vocational education, and agriculture—the very subjects that need special emphasis in wartime. Though the draft has taken a large toll of men from teaching positions, it is not the only cause of the shortage. Chiefly responsible is the flocking of teachers into war industries. Many teachers now are earning more in a week in industry than they earned in a month of teaching.

After comparing the salary scale of teachers with salaries in war industries, one is apt to wonder why there is not a still greater teacher shortage. According to the National Education Association, in 1940 the average salary of teachers, principals, and supervisors in fifteen states was less than $1,000 a year, and in two states the average was less than $600! If it is important to keep teachers at their posts, certainly something must be done about salaries. Again we might take a leaf from England's book and pay bonuses to teachers in wartime.

Another serious problem related to education is the transportation of school children. According to a report of the National Council of Chief School Officers, over 4,000,000 school children are transported to school daily. The great majority of these children live too far away from school to walk and are entirely dependent on bus transportation for the completion of their education. Approximately 93,000 school buses are now in operation. Sooner or later buses wear out. The normal replacement is estimated at about 12,000 each year, but announcements have been made that no new buses will be manufactured for the duration. How will school boards meet the problem of normal transportation? And how shall we transport the additional children from hundreds of schools that have been unable to obtain teachers? What kind of educational opportunity can we offer these rural children?

Thus in teacher shortage and school transportation we have specific examples of competition of children and the war for manpower and materials. If it is absolutely necessary to sacrifice the education of our children in order to win the war, then it should be done; but first let us consider carefully whether or not it is absolutely necessary. Have we made the best use of our manpower and our transportation facilities? Or are we using our precious buses for some things that are not quite so important as the education of children?

It should not be necessary in a democracy to present arguments for maintaining our educational standards except in the most desperate of emergencies. We know that a democracy cannot function without a well educated people. Children do not inherit the qualities of good citizenship. Each generation must learn democratic principles through experiences in the school, the home, and in community life. Such principles are learned best during childhood and youth. *This kind of training must not be delayed until after the war. It must not be limited to a privileged few.*

In our military service we are paying a heavy price for inequalities in the financing of education in the past. A recent publication of the Educational Policies Commission shows that "over 200,000 young Americans, enough for fifteen combat divisions, have already been deferred from military service because of inadequate education. In most cases this has been below the fourth-grade level."

Our allies have set an example of the need for maintaining educational standards and for adapting education to changing world conditions. Consider China. Surely there is inspiration for us in the persistent and courageous way in which she has carried her universities into the interior. In England there is an increasing realization of the importance of education in wartime. In June 1942, at the very time that the present African campaign was being planned, the British Parliament took time to discuss problems of education. In presenting his report, the Minister of Education indicated an increase of nearly 3,000,000 pounds in the educational budget for the past year. A good share of this increase went to wartime bonuses for teachers, and hot lunches for about 700,000 school children.

The Rise in Delinquency

CLOSELY ASSOCIATED WITH INADEQUACIES IN EDUCATION are the problems of juvenile delinquency. Again we run into the manpower problem, for our supply of leadership on which we depend for the guidance of youth has been depleted rather than expanded in the face of new needs.

We know that wartime traditionally brings a rise in juvenile delinquency. It was so in the last war. It is so in this war. It has been alarmingly true in England, where the rate of juvenile delinquency increased 50 per cent during the first year of the war. That we are already experiencing a similar rise here in the United States is indicated by reports from the Children's Bureau.

We know the causes of juvenile delinquency. We know that the war has greatly accentuated these causes, and yet we wait until court records startle us into setting up the necessary safeguards. Perhaps it is true that it is much easier to raise money to take care of children who fall off of a cliff than it is to raise money to build a fence to keep

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them from falling off.

I once heard about an insane asylum where a "mop test" is used as one of the ways to determine sanity. Each patient is supplied with a mop and then sent to clean up a room where six faucets are flooding the floor. If the patient turns off the faucets before he begins mopping, he is considered sane. Sometimes I wonder if all of us taxpayers could pass that test.

The Child Guidance Division of the Children's Bureau gives us a list of the faucets from which this new tide of juvenile delinquency is flowing. I find them strikingly like those mentioned in British reports:

1. Lack of supervision by mothers.
2. Absence of fathers and older brothers in war industries or military service.
3. High wages for youth who have had little experience in handling money.
4. Lack of leadership and facilities for recreational activities.
5. Disruption of home and community life.
6. The war atmosphere of tension and excitement.

We cannot avoid the fact that "the welfare of children is determined largely by the welfare of their families, their schools, and the communities in which they are living."

Child Labor and Youth Employment

IN THE CLAMOR FOR CHILD LABOR WE HAVE ANOTHER illustration of the direct relationship between problems of children and problems of manpower. With the increase of work opportunities and the absorption of adults in the armed forces and war industries, more and more children and adolescents are being drawn into the labor market.

The question of how long and under what circumstances a child should work is not easy to answer. There is no argument against the value of suitable work experiences for children and youth. Few persons question the need of young people to identify themselves with the war effort. And certainly we should not hesitate to ask youth to make great sacrifices if this becomes necessary as a last resort. But the question again is: Have we reached this last resort? Have we really exhausted our adult labor supply? Have we utilized it in the most efficient way?

Obviously we do not have a real labor shortage so long as we exclude from industry able-bodied men and women because of their color or race or creed. Let us make certain that those who speak so earnestly of the need of child labor are not really trying to find *cheap* labor.

The problem of child labor and youth employment is complicated by the fact that pressures for the employment of children and adolescents come not only from the employers, but from the children themselves and, unfortunately, from their parents. All have the same motivation—immediate and greatly increased financial returns. Aside from the dwarfing of their educational development, no one can predict what further harm working children may suffer in health and in their normal development. When the war is over, the young people who left school as children, with poor educational equipment and no specific skills, are likely to be among the first to be jobless.

If and when we are confronted by a situation requiring any school children to work in fields or wartime factories, why should we let the burden fall wholly on those in the lower economic groups? If there is a positive need, then let us require *all* able-bodied children and youth to work. Let the work experience be a part of the total educational experience under the supervision of school authorities. Let the school term be lengthened so that time taken for seasonal employment outside of the school may be made up at a later date. We must use our best intelligence in adapting school programs to the emergency situation. Let us make certain that we place no unnecessary handicaps on the development of our children.

Maternal and Child Health

PROBABLY THE MOST IMPORTANT OF ALL THE WARTIME problems of children is the problem of health and medical care. It is in this field that personnel has suffered the greatest depletion. Circumstances make it inevitable that a greater proportion of the medical and nursing profession be called to war services than of any other profession. But in the mobilization of medical personnel for war service, apparently little or no thought has been given to the needs of the civilian population. Reports indicate that the situation is getting worse and that the civilian doctors and nurses who are left are very unequally distributed throughout the country. The Children's Bureau has data showing that in some regions entire counties are without a single doctor or nurse. Hospitals in many defense areas are so overcrowded that mothers are sent home when babies are only three days old.

The use of manpower in the fields of medicine and public health is a problem demanding immediate attention. Even in normal times we have never had what approaches an adequate public health and medical care program in the United States. Surely there is urgent need for a re-allocation of the medical personnel and a reorganization of our remaining health services to meet the emergency.

The health reports of the selective service boards have given shocking evidence of the need for a more thorough public health program. Probably few of us would have believed two years ago that more than 50 percent of our young men were physically or mentally unfit for military service.

In an effort to "get to the bottom" of this percentage, the U. S. Public Health Service recently made a study of physical rejectees in Hagerstown, Md. The study was based on a comparison between the army health records and school health records made twenty-five years back when the same boys were in elementary school. A careful comparison of defects brought the shocking realization that fifteen years ago physicians could have predicted which of these boys might fail to pass army examinations. Fifteen years ago they had defects in vision and in teeth, but little was done to correct them. Fifteen years ago a physician could have predicted from their growth and posture, their general state of nutrition, which of these boys were likely to grow up into physically handicapped adults.

The Hagerstown report presents a most disturbing set of facts. We have examined school children and charted their physical defects for years, but we have failed, too often, to take the necessary steps to remedy these defects. Certainly we must now do our utmost to guard the health of our children. We must determine more clearly of what our school medical examinations should consist, what the objectives should be; and what the best methods are for assuring the correction of defects. Our children must have a school health program that is more than a fifteen-year prophecy.

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Children Cannot Wait

WE ARE CONFRONTED NOW WITH DECISIONS THAT WILL determine the kind of citizens who will inherit this country of ours. We must keep constantly before us the fact that children cannot delay the growing-up process. "What they will be, they are now becoming."

There seems to be every evidence that we still have great resources in manpower and materials and that as yet neither the war effort nor our children need suffer. When a clearly defined and all-inclusive manpower policy is drafted, let us hope that the priority needs of children will be recognized.

It has been eternally true that "nations move forward on the feet of little children." At best, our children will have a difficult road to travel. *We can and must make certain* that they inherit a free country. *We can and must make certain* that they are not robbed of the opportunities they need in order to develop into strong citizens; the kind of citizens who will be well equipped to face a chaotic world; the kind of citizens who will cherish and maintain this democracy.

This article has been drawn from an address made last month by Mr. Field at the Delaware White House Conference on Children in a Democracy.

Foster Family Day Care

By KATHARINE DEW. PHELPS

Executive Secretary, Montclair (N. J.) Day Nursery

INCREASING employment of women in war production has centered attention on day care for the children of wage earning mothers.

One way to help meet the problem is by placing children for day care in foster family homes. This method has been used in Montclair, N. J., since the fall of 1939.

There are three basic requirements for a foster family day care program. First, mothers must be willing to use this form of care. Second, foster family day homes must be available near the family home. Third, the program must be in the hands of a social agency with trained personnel and good standards, and at least one staff member with training and experience in foster home finding and child placement.

The writer feels that an agency undertaking foster family day care must forget about the modern nursery school—the most frequently discussed alternative program. Foster day homes will not be primarily educational. Although children in them will learn, education is secondary.

The chief goal should be to secure to each child the most satisfying experience possible, at the same time protecting his sense of belonging to his own family. Many of the children coming to the agency will be separated from their mothers for the first time, and for most of their waking hours. They will not like or understand it. They will feel lost. They may make the only protests they can—temper tantrums, reversion to baby habits, refusal to eat, even illness. In the right kind of foster home there will be someone imaginative enough to understand how it feels to be away from mother, and free enough to give the love all children need.

Foster family day care raises many questions for the agency undertaking it: What children shall be placed? How shall homes be found and selected? What is the agency's responsibility to the homes? To the parents? What shall be the health policy?

A mother used to apply for care for her children before she looked for work. Then in the first interview it was possible to discuss what it was going to mean to her and to her child to be separated. Today, mothers usually have decided to work—may even be employed—before they come to the office.

Under these circumstances, the first interview consists in discussing what foster day care has to offer and how it may meet the mother's needs—usually expressed in terms of hours and money. These days, there is frequently an emergency about intake. "My husband is going to the army, Monday. I have to have a job." Or, "My sister was looking after my children, but her husband is being transferred and she is going with him next week."

The case worker realizes that the alternative plan the mother may make may not be adequate, and that some alternative plan *will* be made. She also feels the pressure of newspapers and radio which declare that "women must work" or that "34,000 more women will be needed in production in this area by the end of February." The real brake on careless intake is the scarcity of good foster homes. This is a realistic limitation that may be good or bad in effect.

During intake, there is usually some discussion of foster day homes. Some mothers distrust them, usually preferring nursery schools. This is met with a description of a real foster home, and the applicant is told that she can visit the proposed home and make her own decision about it. If the mother decides to use foster day care, the next step is the selection of an appropriate home.

HOW to locate foster day homes is the first question asked by an agency undertaking such a program. If no foster homes are used in the community, nurses, doctors, school teachers, and other social agencies may be asked to supply names of persons who might make good foster parents. Newspaper publicity usually brings direct applications, or good prospects may come from full time placement agencies, since homes without extra bedroom space may be usable as day homes. All homes should be cleared with the Social Service Exchange. It is important that the foster mother be in the position of offering her home; not the agency in the position of asking the use of it. The criteria of good foster day homes do not differ from those of any reputable child placing agency, with the exception of bedroom space.

The human qualities and relationships are fully as important as the physical standards of the home. If the agency holds that the purpose of placement is to give each child as happy an experience as possible, and to safeguard

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his sense of belonging to his own family, these qualities and relationships are paramount. While the foster parents must have affection to give the child, they also must leave him free to love his own family. Those best able to do this are persons who have a satisfying life without this child. Therefore, the agency looks first for a good marital relationship, for love that will give the child reassurance and yet leave him free. It looks for imagination, tolerance, firmness, and ingenuity in handling children. It also looks for ability on the part of the foster family to work with the agency.

The chief difference usually between full time foster mothers and day foster mothers is in the degree of need for children. In full time placement, the foster mother may have to be a good mother to the child she is boarding —perhaps the child's only mother if there is no hope of rebuilding the family. In foster day care, the foster mother must be content with the role of a well liked aunt or grandmother or nurse. She must be willing to have the child belong to and prefer his own parents.

That the needs of the child should determine the type of care he receives is a further intake consideration. If the number of available foster homes is limited, the child's need becomes a very important factor.

FOSTER day care, as opposed to group care, is preferable for babies under two. This is not only because most nursery schools refuse them, but because most babies need the love of a mother substitute, to mitigate the potential damage to their emotional development the separation from their own mother is likely to create. The foster mother should be an affectionate woman who enjoys caring for babies, likes to cuddle them, but who rejoices when they show signs of independence.

The older child who does not fit into a group, who is fearful or immature, needs individual attention. This type of child usually is more dependent, than are most children, on the reassurance of his mother's presence. Being in a home with a mother-by-the-day may prove to be his first step toward overcoming fears, and serve as preparation for inevitable association with other children. The child on a special diet or with some physical handicap also should be considered for foster day care.

During the intake study and the study of foster homes, the case worker learns something of the child she is to place and his family. This is necessary in order to choose a suitable home; further, parents and child must come to know and trust her, if they are to trust the plan she is making.

Any child needs preparation before being separated from his mother and placed in new surroundings. First, he needs to be related to the one placing him—to know her as a good parent-person. Second, he needs to feel that his own parents are participating in the plan, and that they approve the home chosen for him. To this end, it is important that the worker know during intake that the parents' desire for the child's placement is genuine. Of course, they will simultaneously want and not want it, but the preponderance of feeling must be for it. To reach this acceptance of their own idea, the parents must have confidence in the placing agency, and in the home. In Montclair, the home is described to the parents. If they approve, a visit is made by one or both parents and the worker. If the home seems acceptable to the parents a second visit is planned, this time with the child. If he is old enough to understand, the child should be told the purpose of this visit. The child then has a chance to meet the foster mother and other members of the household, and to become familiar with new surroundings in the security of his mother's presence.

If possible, actual placement the first day should be made by the mother or father, and the worker. The parent should be advised not to linger, and to be cheerful.

One way to prepare the mother for placement during the intake period is to help her work out her inner objections—guilt, fear that the child will resent her leaving him, fear that the child will become too fond of the day-mother. In two years of experience, the agency has known only one or two instances in which a child's love for the foster mother has been disturbing to his own mother.

FREQUENT supervision is necessary. The foster mother is in contact with the parent twice daily and needs the support of the worker. She will need this more if she is new to the agency than if she has worked with other children. The child also needs reassurance the first few days. Later, visits are made once a week or once in two weeks. Diet, habit training, adjustment to members of the household, play, and so on, are observed and discussed. But visits are not for "checking up"; they are a sharing of the mutual task of helping a child grow normally in all areas.

Supervision of children under foster day care is so closely bound up with their feeling about their parents that case work with parents follows quite naturally. Parents asking for day care are not asking for help on other problems. It has been the policy of the Montclair agency to be aware of the problems, to offer help, and to give it, if and when the client is receptive.

One client, separated from her husband, asked for foster day care for her children. She hated all men, was unhappy because "whenever I come in the room my boy starts acting up," and was anxious lest he grow up to be "just like his worthless father." She did not say any of this when asking for placement, but later accepted help and is now a much more able mother.

Today, the day care social worker often serves as a safety valve for parents and children. "I'm so glad to talk to you, I can't break down in front of the children." Mothers are having to be fathers as well as mothers. Adolescent children are bearing parental burdens. Case workers must be accessible and that means more home visits and more night work. Eventually it may mean a whole reorientation of the approach of social work to the task of helping people.

Supervision includes some responsibility for the health of children in foster day homes. The Montclair Day Nursery requires a pre-placement examination and re-examinations by its staff physician once in three months. He may go into the foster day home on call from a worker or the day foster mother in the event of sudden illness or accident, but the case is referred to the family's own physician or to clinics as soon as possible.

In regard to fees, there are two principles, generally recognized in placement work, that have been reemphasized by the experience here: first, board to the foster parents must be paid by the agency. This establishes the line of relationship between foster day home and agency, and serves as the basis for visiting and for maintaining standards. Second, the parents' fees must be paid by the parent to the agency—if possible at the office. This fixes the

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line of relationship between client and agency and is one approach to offering help with other problems. Otherwise, the agency tends to be left out.

In Montclair, the fees the parents pay have been adjusted to the family budget. Mothers employed in war industry should be able to pay full board costs unless they are sole wage earners. Each family pays something, no matter how small the amount. The fee is considered a token of the parents' participation in the plan.

Rates for board in Montclair have ranged from 50 cents to $1.60 a day per child, depending on hours, number of meals, and the actual work involved in the care of the child. The regular day rate from 8:00 to 5:30 with one meal and two "snacks" is 85 cents. Rates have risen with the rising living costs.

The equipment and personnel necessary to handle the program depend on the size of the job to be done. Office space, a secretary, a car, and one worker are the minimum. In Montclair, for 1940, the average net cost to the agency was $23.17 per month per child. For 1941, with a larger monthly caseload and an additional worker for six months, this monthly average was $20.56.

Caseloads must be kept low enough to insure time and strength for thoughtful work. The turnover is likely to be rapid and supervision is necessarily frequent.

It has been found helpful to use two blanks. The first, the Parents' Authorization Blank, gives formal consent to placement and to medical procedure, makes clear what is to be done in the event of accident, and includes the fee the parent is to pay. This blank was drafted by a lawyer, and affords some protection to the agency against suit. The parent and a representative of the agency sign the blank in duplicate before placement, one copy for the parent and the other for the agency files. The second, the Placement Blank, is signed by the foster parent and the representative of the agency at the time of placement, also in duplicate.

In connection with its foster day care, the Montclair Day Nursery sometimes supplies foster mothers to go into the homes of clients to give day care to children who are ill or unable to go to the foster home. This is similar to the housekeeping service, provided by many social agencies. It is usually more expensive than foster day care and is used only in emergencies.

As in the institutional day nursery, the mothers using foster day care differ from the average client coming to family and children's agencies. They are adequate enough to find jobs, to hold jobs, and to make plans for their children. They are more self-directing than the usual client; many of them are not known to other case working agencies. There is a challenge here to preventive case work, if the social worker can do a skilled, professional, diagnostic job, and provide treatment that uses to the full the client's strengths.

Salvaging the Homeless

By SIEGFRIED KRAUS

Department of Sociology, College of the City of New York; Formerly Chief of Research Division, Municipal Welfare Department, Vienna

THE New York City police have launched a drive to "clean up" the Bowery, traditional hang-out of the city's homeless men, and to enlist the manpower of hundreds of "Bowery bums" in useful wartime labor. The first "haul" brought in 202 vagrants, a few with no draft registration cards, many too old for the draft, some with records of employment in highly skilled trades. The clean-up was ordered by Mayor La Guardia. Chief Magistrate Henry H. Curran, in a statement outlining the purpose of the drive, stated: "When the police bring these men into court, they are to be fingerprinted and the judge and probation officer talk to each one. They will sort out those fit to work. The men are held five days and cleaned up. They are then told where to get jobs. Some will take jobs. Others will not. Some will work for a few days and leave. But if we save one out of fifty it is worth doing."

The press reports of the Bowery clean-up dramatize the problem of the homeless man in the city, and also the potential usefulness of this idle manpower to a nation at war.

In the modern city the typical homeless are the unemployed without a place to live and without family attachment. Their most urgent need is shelter, or at least somewhere to sleep. This is the common need of all homeless persons, young and old, migrant and local, able-bodied and physically handicapped. Related needs are food, clothing and medical care. Very early the care of the homeless included attempts at rehabilitation through obtaining work opportunities and even training for them.

New York's Camp La Guardia is an important link in the chain of facilities which the city affords to meet these basic needs of the homeless. Established in 1934, it has demonstrated the feasibility of rehabilitation. An environment is being created there in which the "inadequate" person can function successfully. The first impression of a visitor to the camp, which is near Goshen, west of the Hudson River, is the anomaly of seeing typical Bowery denizens engaged in farm work. Today this impression is the more striking, since the war has taken the younger and more vigorous men. The men are occupied according to ability, as ascertained by the camp's vocational guidance program. Even members of the group brought up on farms probably have been long out of touch with farm life. They and the city-bred alike have to adapt themselves to a new environment. After work, they stroll about with evident contentment in the beautiful country surroundings. A good dinner is served them in clean dining rooms; and there are recreational facilities. The dormitories are airy. Each camp member is surrounded by men whose experience has much in common with his own. He is constantly under the supervision of camp administrators who understand him and assist him in acquiring agricultural or industrial skills and normal habits of work and leisure.

Sixty formerly homeless men constitute the staff, under the leadership of the few resident officials of the De-

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partment of Welfare; and their efficiency demonstrates the potentialities which homeless men may possess, and shows what can be contributed to the nation through mobilization of such human resources.

But the question arises: What of those who leave Camp La Guardia and other work camps after their terms have expired? How, after rehabilitation in such an institution, is success in the outside world to be assured?

The belief persists that most homeless people do not like work, and that homelessness is largely a means of escape from work and family responsibilities. Fortunately this is not a sound generalization. It is one of those dangerous half truths which hamper progress. The truth about "idlers" can be learned only through unprejudiced analysis of actual cases. Many such analyses disclose that behind the symptoms of obvious idleness many different types of men are hidden, many of them willing and able to work under suitable conditions.

One illustration may suffice. In a large industrial city there once lived a locksmith, a specialist in considerable demand. During a relatively long period of prosperity he could get jobs easily. It happened, however, that during that period he often voluntarily left work and applied for relief. The welfare department asserted that the man always left for no apparent reason other than unwillingness to work. Therefore, when the family was once more suffering from unemployment, the welfare department decreed that relief would depend upon his spending three months in a work camp. About two years later it was learned by chance that the man was still in the camp. He felt happy and "at home" and did not wish ever to leave. To the camp, in turn, he was invaluable, for he was master of a number of crafts. He worked not only as a locksmith, but also as blacksmith, wheelwright, joiner, carpenter, in fact as a repair man of many trades, and also participated in farm work and gardening. In the evenings he helped examine the papers of migrants who applied for shelter, and himself took care of admission procedures. In summer he began work at 4 a.m., retiring between 10 and 11 p.m. After careful study of the case, it was clear that the man could not stand modern specialization. His very versatility was the cause of his earlier maladjustment. Conversely, it was the reason for his happiness at the camp.

THE road to full recognition of the truth about homeless idlers has been long. It led through considerable experience gained in the early work camps, both in Europe and in the United States, for unattached unemployed men. These camps were founded by religious workers and humanitarians as stations for moral and vocational readjustment. After such readjustment, jobs outside were secured. The camps followed up these cases by securing information from relatives or employers; or by arranging meetings with the men themselves. In several countries work camps were united in federations, and this made it possible to obtain information concerning the return of men to any of them. It was found that the phenomenon of the "repeater" was quite common. Each year a certain percentage of the guests reappeared. Individuals with two, three, eight, and even more camp terms were registered. Statistics over a period of several years showed that approximately one third of the campers had been "repeaters."

This was not in accord with the aim of the camps, which was to discharge men permanently as fit for normal life. Camp administrators felt a sense of defeat. They talked with some irritation about "camp loafers." They believed them to be sly idlers who presented themselves in cold weather to get warm and to obtain regular meals, leaving in mild weather, when it was easier to find shelter and food. The contrary proved to be true. Countrywide statistics disclosed that "repeaters" returned more frequently between April and September than between October and March.

Several questions arise: Why do men return without having attained adjustment in the outside world? On the other hand, why are many of them successful in the camp? How should the post-camp period be organized so as to insure success?

MANY of the homeless are simply persons who have failed to obtain the work which they more or less consciously desire and in which they would be "at home." Wise adjustment policies, including post-camp follow-up and assistance, may solve this problem for a number of them.

Another type of "repeater" is the man able to work and to earn a regular income, but unable to manage his budget. To use his earnings for shelter, food, and clothing; to support dependents; to set aside something for leisure and for a rainy day—these are problems which he has not been able adequately to solve. Misfortunes multiply, obstacles pile up, quarrels arise, and finally the man who lacks "money sense" feels defeated.

Still other aspects of homelessness are discernible in those who enter a camp. In May 1941, only 53 percent of the inmates of Camp La Guardia were American-born. Eighteen percent were naturalized, and 29 percent were aliens. To be an alien may create an extreme feeling of homelessness, especially for those who have lost citizenship in their native lands. Such men may have special need of protective environment.

Then there is the homelessness of those who, through force of circumstance, have lost self-reliance and self-respect and have developed a serious "inferiority complex." Sometimes they have lost faith in very nearly everything. Such persons are totally homeless, economically and socially, isolated and despairing. In attempting to escape, the man seeks forgetfulness through alcohol and other forms of dissipation.

For all these types of homeless men the camp is a haven of refuge. The very statement of their needs shows why they may be successful within the camps and why they return when released. In the work camps of earlier periods, life was much harsher than it is today. Work was hard, with frugal fare and few leisure time activities. Yet even then, 30 percent or more would return again and again.

From the point of view of full rehabilitation, several types must be distinguished among the homeless. First, are the victims of illness, accident, old age, those who are crippled or otherwise abnormal. Second, are the able-bodied, including those who may be called accidentally homeless. These have been made so by conditions external to themselves, such as business depressions, economic dislocations, technical changes in industry, or by family misfortunes. Among the able-bodied also are the idlers, some of whom are only partially adjusted to conditions of modern work; others are childlike individuals who lack a sense of responsibility and take it for granted there always will

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be someone to take care of them. All causes of homelessness are intensified in the period of displacement and readjustment following a war, so that a constructive program now is vital as a preparation for post-war reconstruction.

Camp La Guardia has been successful in developing physical fitness, vocational skills, and moral stamina. The camp and the Department of Welfare have striven to obtain suitable employment for discharged camp members and to help them establish normal and independent life. The question arises: Would it be possible to create outside the camp an efficient system of protection and promotion, with the aim of conserving and furthering the successes of the camp?

Homelessness, in all its variations, is nationwide, and the problem therefore is national. It is the more serious in time of war. At the same time, the increasing shortage of manpower, the chances to get jobs, the anticipated industrial activity of the post-war period, especially favor constructive solutions of the urgent problems of rehabilitation.

Outline of a detailed program is not attempted here, but the following suggestions, based on long experience in both American and European cities, are believed to be feasible. They are included in the writer's report on "Homelessness in the Modern City: A Study of New York's Camp La Guardia, and an Introductory Survey of the Problem," recently submitted to New York's commissioner of welfare, and the basis of this article.

Under prevailing conditions, rehabilitation of the homeless cannot be completely institutional. Social adaptation must be continued within the social setting of post-camp life.

1. *A system of guardianship would be a suitable device for post-camp protection and guidance.*

We know how guardianship operates in other fields of social work. It is a flexible instrument. Such guardianship must be based on two principles of treatment: (1) The highest case work standards should prevail, calling for knowledge of the individual, his moral stamina and vocational potentialities and skills, and the prospect of success for him in independent work or in sheltered jobs. (2) The guardian should not assume entire responsibility, but should act as a coordinator of resources in a comprehensive and often many-sided task.

2. *Rehabilitation councils should be organized both locally and nationally, for the purpose of giving advice and supervision in the selection and training of guardians and in the policies and principles guiding their work.*

Each council should consist of representatives of all public and private welfare agencies concerned, and of trade unions and personnel workers in the industries of the community.

3. *Representation and cooperation of those who have been homeless themselves is recommended.*

While this is a new possibility in this field, the suggestion is based upon experience in related fields. During and after the first World War, councils were appointed to operate the system of vocational and social rehabilitation for war victims in Central Europe. The elected representatives of war invalids and war widows served satisfactorily in federal, state, and local councils. The writer took part in this experiment and became convinced of its soundness. Again, in practical work for alcoholics and their families, the cooperation of self-help organizations founded by former addicts often has proved effective. Alcoholism is outstanding among the demoralizing influences affecting homelessness. As the experience of those who have overcome this weakness has been helpful, so the principle can be more broadly applied to all the problems which have produced homelessness.

Rehabilitation centers established now in wartime for homeless civilians, as part of the program which includes work camps, could offer valuable cooperation in the solution of the highly important post-war problems of individual and social adjustment.

Research for Welfare

By FREDERICK A. O. SCHWARZ

Community Service Society of New York City; Chairman, Committee on the Institute of Welfare Research

BARKLIE HENRY, president of the Community Service Society of New York City, once expressed the feeling, held by many lay persons serving on social agency boards, that too many decisions are based on the word of professional people that "all's right" with the work of the agency. [See "We Take a Lot on Faith," by Barklie Henry, *Survey Midmonthly,* November, 1940.] That is not a criticism of the professional worker. If anything, it is a criticism of the board member. But perhaps here, as elsewhere, recognition of ignorance is the first step toward knowledge.

I have used the words "social agency" and I suppose that those are the correct words. Certainly, we in the Community Service Society were glad to leave behind us the invidious connotations of the names of our predecessors, the Association for Improving the Condition of the Poor and the Charity Organization Society. Those names had continued long after the parent organizations had become "social agencies." Probably we would now say that the old organizations were "social agencies" from the beginning.

Nevertheless, I think that the change in words is symptomatic. "Poor" and "charity" are as old as the Bible and are relatively easily understood. "Social agency" is new and not entirely clear. Perhaps a board member or any member of the lay public has to take more "on faith" today. Or perhaps he has to know more before he can decide.

The changes that have occurred are, of course, much deeper than a mere matter of words. The ever-growing assumption of responsibilities by the state and the accompanying changes in political and social concepts (if I may use words that are "not entirely clear"), greater knowledge in psychology, medicine, and education, and the development of social work as a profession—all these have worked and are working profound changes. And these changes raise some important questions, not only for the board member and the professional worker but for the public as well.

Should private social agencies be continued? The state grants tax privileges to them and to those who contribute to them. Does their work justify this? Many individuals in the past and in the present, members of the staff, contributors and others, have made and are making sacrifices

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of time and money for the benefit of social agencies. Are these sacrifices worthwhile? What, after all, is the function of a private agency? What is it trying to do? How well is it accomplishing its purposes? How does it supplement the work of public agencies? Or does it compete with the public agencies? How much does its work cost in terms of accomplishment?

Many of these questions are not new. Many of them will not be answered, or perhaps cannot be answered, with mathematical certainty. I, for one, am willing to take some things "on faith." And so, I suppose, are most of us. We believe, for example, that in a democracy we should not leave everything to the state—that there are room and need for private as well as public effort—or we may believe the reverse. But in either case we are likely to be going "on faith." And, even though our faith or our prejudices are fixed, we can be much more intelligent about them or perhaps modify them if we know more.

MILLIONS of dollars are being spent by private agencies in addition to the millions being spent by public agencies for relief, welfare services, and other social purposes. The Community Service Society has felt that some small amount could be spent in trying to find out and understand why and how and with what success or failure some of these millions are being spent. It has planned no grandiose over-all study. Rather it has sought to set up an organization devoted to "research," which in small or large inquiries, within the society or without, could add to knowledge and understanding.

That is the purpose of the Institute of Welfare Research. It is not intended to be the fountain head of all wisdom. It is hoped that it may add to the knowledge of the board and the staff of the Community Service Society, and that it may be of service to others who are seeking to find facts and answer questions in the field of social welfare. Ultimately it may add in some small measure to the knowledge and understanding of the public from whom, in the last analysis, all social welfare work derives.

This conception of the place of research found expression in the three-fold purpose of the Community Service Society set forth when it was formed in 1939 by the merger of two long-established agencies. The field of the new organization was defined as the whole broad field of social welfare, but its purposes were more specifically described as: the provision of health and welfare services to individuals and families; the training of persons for the field of social welfare; the planning and conducting of research.

The first two functions—service and training—were to be carried on in three divisions of the society, the general services division, special services division, and the New York School of Social Work. The services covered a wide variety of activities ranging from case work and relief for families and unattached men and boys to work relief, a special institutional program for the aged, and an extensive health program. In addition to the service and training programs, there were in existence, at the time of the merger, a number of research activities. These had been going enterprises in the predecessor agencies and were not to be abandoned in the new society.

However, the provision for an Institute of Welfare Research in the merger agreement represented a departure from the past in that research was to be one of the principal purposes of the society, separately recognized as such. It was to operate as a semi-independent division of the Community Service Society under a director responsible to a committee of the board of trustees.

The Institute of Welfare Research actually got under way as an operating division of CSS in January, 1941. It had as a guide a broad definition of purpose—"the constant study, investigation and appraisal, by scientific methods, of the service and training activities of the society, of the needs which make care necessary, indeed of any of the problems which bear directly or indirectly upon the whole broad field of social welfare." Despite this rather ambitious statement of purpose, the institute decided, wisely I think, to proceed slowly. Its first undertaking was to review the past activities of the predecessor societies and to examine the program and resources of the present society.

Two reports based on this historical review, "Growth and Development of AICP and COS" and "The New York School of Social Work, 1898-1941," showed the diversity of activities and the ebb and flow of different ideas, ideals and methods in the predecessor societies over the years, running back to 1843. They also revealed, incidentally, that research played a significant role in the programs of both AICP and COS. Although it was not considered a major activity in recent decades, both societies in their annual reports explicitly and implicitly showed that research activities were the foundation for many of their service activities and contributors to community social knowledge out of which new activities, public and private, were developed. A third report, "CSS: Program and Resources," rounded out the picture of the past with a description of the present.

AT the end of the first year of operation, the director completed a "Prospectus for a Research Program in CSS." This report was based on a review of the past and a survey of the present, and set forth four principal areas in which research activities of the institute for the next five years should fall. They are:

1. Program planning.
2. Research projects growing out of service.
3. Governmental activities in health and welfare.
4. Analyses of social and economic trends.

The first two areas, program planning and research projects growing out of service, have to do primarily with the CSS itself. Studies in governmental activities in the field of health and social welfare were contemplated as originating at the request of a single governmental agency —or several government agencies where problems of relationship were involved—or on the initiative of the CSS when it seemed apparent that government service was inadequate or when a new area of need demanded government support. The fourth point was not in anticipation of any ambitious program of original study of social and economic trends. It left the way open, however, for the institute to prepare digests of studies undertaken by other organizations and to collate data derived from studies undertaken by several organizations.

Although primary responsibility for research as one of the society's three major functions rests with the institute, research is also carried on within the CSS by special units such as the committee on housing, the committee on youth and justice, and the nutrition bureau—all of which existed in the COS or AICP prior to the merger. In addition, research work is undertaken by individual staff members and groups of the staff as an integral part of the service

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and training activities of the society. Nothing in the program of the institute as set forth in its prospectus anticipates taking over any of these other research activities. Rather it is hoped that the existence of the insitute may stimulate research in the society's other divisions, which may consult with the institute freely.

Finally, in its prospectus, the institute recognized a responsibility for increasing the variety of training opportunities offered by the New York School of Social Work. Within the first three months of actual operation, the institute provided a field work opportunity in research for a student of the school and, subsequently, field work placements varying from three to six months have been offered to four other students.

In its second year, with the preliminary and background work completed, the institute has embarked on studies dealing with two major activities of CSS—public health nursing and case work—in one instance in cooperation with the CSS department of educational nursing and in the other in cooperation with the CSS department of family service. Research specialists in the fields concerned were engaged to head up each study.

The purpose of the nursing study is to define the present function of the CSS department of educational nursing in terms of work actually accomplished. In regard to the case work study, an exploratory period has been spent in reviewing case materials and the preparation of a preliminary schedule or questionnaire. The ultimate purpose is to study a sampling of case records from the family service department and reach such conclusions as may be justified. What were the problems presented in the case? Were they recognized? What was done about them? Anyone who is familiar with the complexity and diversity of case records—complex and diverse as human nature—will recognize that any such study is no easy task. It is expected that this project will extend over a period of another two years.

The approach in the nursing and case work studies is somewhat different, but the ultimate objective is the same: namely, to determine and express more precisely just what the CSS is trying to accomplish and how and at what cost and with what success it is proceeding. If the studies can help in answering these questions we shall all gain in knowledge.

The institute has not confined its work within the CSS. Before the end of its first year of operation, it received a request to undertake a study in a governmental agency. This request, made by the then Presiding Justice of the Domestic Relations Court of New York City, was for an administrative study of the collection and compilation of court statistics, of the support bureau, and of the need for a central index. The final report on the support bureau was placed in the hands of the Acting Presiding Justice in the fall of this year, and the studies of the statistical operations and need for a central index will soon follow.

These studies of certain functions of the Domestic Relations Court were undertaken as a service to the Court. The work in no sense constituted an investigation of Court operation. What action will be taken as a result of the findings rests with the Court. The separate reports will, however, provide the factual basis upon which the Court may find that improvements in administration can be made.

Two other studies illustrate further how the institute operates. The first, a review of programs for the aged in New York City and New York State, represents another venture into the field of governmental activity. This study touched home, too, since it was not limited to public programs for the aged, but included a review of private programs such as the one conducted under the auspices of the CSS itself. Both the New York State Department of Social Welfare and the federal Social Security Board's Bureau of Old Age and Survivors' Insurance contributed statistical material.

The second was a study of problems of indebtedness of New York City employes. It was undertaken at the request of the Queens District Office of CSS, where concern over the problem had been aroused by recurring instances of city employes coming to the agency because they were involved in heavy debt. As a result of this inquiry, interest in a counseling service for municipal civil service employes has been reawakened, and there is a chance that a previously existing counseling service will be restored.

From its beginning, the institute has been used from time to time as a resource for technical advice on projects under consideration in other parts of the society. The reward for this kind of service is the creation of a demand for more of it. The usefulness of the institute in helping the society to plan wisely for the future would be greatly curtailed if those responsible for the institute's planning and operation retreated into or were forced into an ivory tower.

In the two years since its creation the Institute of Welfare Research has not produced anything startling. Nor is it likely that it will do so in the immediate future, if ever. Sound and truthful research work must be painstaking and slow. But if the institute remains sound and truthful, and if it keeps in mind its high responsibility and opportunity, I believe that it can help all of us—board member, staff member, and citizen—to gain increased knowledge and wisdom. If it does, its existence is justified.

From Sir William Beveridge's Post-War Program for Britain:

THE question of whether freedom from want can be attained in the near future depends on four conditions:

"Firstly, that the post-war world is a world in which nations set themselves to cooperate for production in peace, rather than plotting mutual destruction by war, whether open or concealed.

"Secondly, that British economic policy and structure after the war shall be adjusted in such a way as to maintain productive employment.

"Thirdly, that a plan for social security, in other words a plan for maintenance of income, should be adopted free from unnecessary costs of administration and other wastefulness of resources.

"Fourthly, that decisions regarding the nature of this plan should be taken during the war."

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Volunteering for the Family

By DAVID W. HAYNES

Secretary, Extension Department, Family Welfare Society of Boston

FAMILY service agencies have not been immune to the epidemic of war-created volunteers. The war has brought them volunteers and the war has also taken their volunteers away. Just what the "balance of trade" has been for any individual agency has depended largely on how deep an understanding the old-time volunteer has had of the agency's function in the community and on how successful the agency has been in convincing the new volunteer of its place in the war effort. It has in great part been a result of the kind of interpretive job the agency has been able to do, not only to the general public but also to the volunteers within its doors.

For volunteers are not new to family agencies. In fact, in the past, they have acted in all manner of roles, from the actual creators of the agency and performers of all the duties within it, to "names" used only for purposes of agency prestige. But it is true that with the gradual change in emphasis of family welfare service from relief giving and friendly visiting to an attempt to discover and solve the deep-seated reasons for family breakdown, work within the agencies has demanded increasing professional skills and the place of the volunteer has become more and more difficult to define.

The new functions of family service have not always been easy for the volunteer to understand, particularly in agencies which have relegated her to "menial" jobs far removed from the client and the mysteries of case work. But some executives have taken pains to give the volunteer some knowledge of the kind of troubles which send people to the agency for help, and of the complex problems which bring families to the breaking point. These are the executives who respect the volunteer for her interest in the agency, regarding it as a sign that she has something constructive to give. If the executive herself has a clear understanding of the functions of family service she is able to differentiate between those services to the client, direct or indirect, which demand the insight and skill developed in professional training, and those which demand only intelligence.

Volunteers who have come to understand the peculiar function of family service in helping people to find and rely on their own strengths, do not have to be told of the place of family welfare in the maintenance of morale on the home front. But because a real awareness of this comes only after close association with the agency, it is often not enough to hold the new volunteer fired with the enthusiasm for war work. She must be able to see how her particular job is helping to win the war. She is not content, either, in just knowing of the new problems the war has brought to families, unless she can see that she is doing something constructive to solve them.

Some family agencies, which remained asleep at the trigger even after Pearl Harbor, trusting in a few orientation courses to clinch the new volunteers for them, have found that their CDVO-sent volunteers have hardly stayed around long enough to get acquainted. These volunteers, who had been told of the necessity of maintaining morale, found it difficult to relate this to shaving dictaphone cylinders or putting board meeting notices into envelopes. Other agencies, however, respected the new war work enthusiasm, and out of their own war-born needs were able to devise volunteer projects definitely related to the war, such as making surveys of available housing or visiting families to check up on air raid precautions. In these agencies the new volunteer has found an outlet for her patriotism and, in the meantime, has been learning about family service and its permanent values.

GENERALLY speaking, there are three types of service which volunteers may render to family agencies. They may act as board members. They may serve on case study, interagency or special committees. They may perform individual jobs complementary to the job of paid workers, either clerical or professional.

Board members have the following responsibilities in partnership with the staff: to establish functions and policies of the agency; to set standards for staff positions; to determine upon the amount of funds necessary to maintain the agency and assume the responsibility for securing and budgeting them; to keep informed on the problems revealed in the agency's work, and to interpret its services and needs in the community.

Boards, like everything else, have lost members to the military and government services. However, opportunities for new volunteers to serve as board members are limited, not only by the size of the board but also by the fact that, to serve adequately, the volunteer must have had experience in the agency, must be equipped with some special knowledge allied to the work of the agency (as a psychiatrist or a clergyman would be), or must have been closely associated with other phases of the welfare field.

More and more, volunteers are being given opportunities to serve on committees, especially since the outbreak of the war. Agencies are finding committees useful not only for making surveys and studies on war-related problems, but also for serving as a natural place to assimilate the new volunteer. From the volunteer's point of view, participation on committees has the dual advantage of providing a chance to contribute in a place where her individual ability, experience, or interest counts, as well as providing an opportunity to learn more about the agency, its purposes, its work, and its staff. Committee work also brings rewards to the agency, for it helps the agency to sense how the community will react to the job it is doing; to learn what service the community wants of it; to learn the basic community problems and needs.

Case committees, where case reviews are presented by the professional staff, especially provide an opportunity for the agency to become aware of community opinion and for the volunteers to learn enough about the agency's problems to enable them to interpret the agency's work to the community. Today, a "live" case committee has an important function in helping to determine the agency's particular obligation to families of men in military service as well as in helping the community to understand the new family problems brought on by the war.

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Special service committees provide volunteers with opportunity for more tangible service and frequently with a chance for using their own particular talents. For instance, business advisory committees made up of businessmen from various fields counsel on business projects and loans for clients. Some agencies have housing committees which receive complaints from case workers of substandard housing conditions, make follow-up inspections and report to the proper city authorities; make surveys and draw up lists of better housing facilities available for those families whose problems arise in part from bad housing conditions; conduct room registries for young unattached persons. Today, in overcrowded war industry areas, such housing committees are performing an essential war service. Homemaker committees concern themselves largely with family budgeting, visiting the neighborhoods where the clients live, obtaining the prices of food, clothing, and other essentials, and making budgetary recommendations to the agency. Wide-awake agencies are relating the work of these committees with the new, war-created, community consumer interest and nutrition committees. Since a committee's accomplishments depend to a great extent on what the volunteer has to contribute, in the final analysis it is necessary that the agency be "selective" in its formation, choosing on the basis of the volunteers' experience and interest as well as on their desire to serve.

INDIVIDUAL jobs for volunteers within the agency have changed greatly since the first threat of war. This change has been in the direction of more opportunity for direct service to clients, not only because volunteers these days are demanding "interesting" work but also because personnel shortages have brought the agencies to the realization that using the case worker's time for contacts not involving her special skills is a waste of professional material. Agencies are finding volunteers useful for making friendly visits to shut-ins, for accompanying old people to public assistance offices, for helping incompetents secure birth, divorce, or other needed legal records. Volunteers are also being used for making collateral visits to employers, schools and hospitals to obtain records and transcripts. Volunteers with special training or experience are tutoring sick children, teaching English to foreigners unable to attend group classes, helping families with budget problems. In short, the old fear that contact with a non-professional would undermine a client's chance to benefit from case work seems to have given way to the realization that there are many situations, uncomplicated by emotional maladjustments, in which help can be rendered by a person whose main equipment is a generous supply of native intelligence.

But because this native intelligence is important, agencies have to be careful in their selection of the volunteers who are to render such direct services. Some of them have found it expedient to let the volunteer first become oriented to the agency through other types of service. Volunteers usually become acquainted with the agency in clerical jobs, as receptionists, or serving in a motor corps, and there are those who are satisfied with this type of work. But for those whose appetite for family service only becomes whetted by this taste, the next step is often the taking over of a special project, not infrequently a project which had been planned by and for the staff but which the staff has never had the time to execute. Some agencies are indebted to volunteers for their resource files; others, for spot maps depicting the location of nationalities in the clientele, certain types of illnesses or other specific information. Map-making has become a war project in one agency where a volunteer has spotted the location of clients who will need special service in the event of air raids. Another type of volunteer project, directly related to these times, is reading the new regulations about aliens, to find those which affect the agency's clients.

IT is generally conceded today that, in no matter what capacity the volunteer is to serve the family agency, he or she should be given a glimpse not only of the agency's work but also of the wider field of social work through some sort of an orientation course. Such courses vary in localities and agencies. Sometimes a general course is available at the Civilian Defense Volunteer Office. Sometimes a course is given within the agency itself.

In Pittsburgh, the Federation of Social Agencies and the Civilian Defense Volunteer Office recently conducted a course which lasted five weeks with two two-hour sessions given each week. Its purpose was to describe briefly the place of social case work within public and private social work. Explanations were given of the knowledge and skill necessary for practice in the profession of social work; the ways in which volunteers might assist the professional worker; the understanding which volunteers must have of themselves and others to serve competently in any social case work agency.

In Boston, the Family Welfare Society has conducted a course more directly related to the work of its own agency. Persons attending were new recruits from the local CDVO, and volunteers already active in the American Red Cross and in the society. The course had the two-fold purpose of giving the working volunteer a conception of what the family agency is doing, and to recruit new volunteers. Of the twenty-five persons who attended the eight meetings, ten took part in a two-day trial work period in the society's district offices. Of these, five decided they would like to volunteer in the society. These five, after five months, are still serving the agency, three as aides to case workers, and two as clerks.

A general course in the field of social work helps the volunteer to decide the type of agency in which she wants to work, but a course given within the agency has the advantage of preparing her more thoroughly for the job she has to do. Of course, the ideal situation would be for the volunteer to take both types of courses, the general as a prerequisite for service, and the specific when she is actually on the job.

One of the major difficulties of volunteer work in family agencies is the fact that, regardless of planning, there is bound to be irregularity in the kind of job being done, and the time it will take. For this reason volunteers are apt to find a more satisfying experience in agencies which have a coordinated but flexible program with activities that vary from week to week.

There is a sufficient variety of jobs needing doing within a family agency for the carefully selected and supervised volunteer to find some opportunity of service suited to her ability and taste. While it is unlikely that vast numbers of volunteers will ever be used in family service, their use is increasing within progressive agencies which, today, are constantly discovering new ways of providing a rich and interesting experience for the person with services to donate.

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An Adventure in Organization

By BARBARA GAIR, MARY DRAPER, and JULIET FLEISCHL

THIS past summer we helped set up a War Community Council in a small town in Iowa. The council centralizes the town's war activities and gives every citizen a job to do to aid the war effort.

It all began last February when we were seniors at Vassar College. We wanted war jobs after graduation, and we felt that too much energy was concentrated in Washington. Surely some of it should be used in the thousands of small towns throughout the nation.

We thought that if we could take roots in a representative community by getting jobs and becoming working members of the town, we could learn about its war problems. Then we could work with the people in setting up an effective democratic mechanism to solve these problems.

We knew we needed expert advice so we went to Washington during our spring vacation. After four days of interviewing government officials, we wound up in the Department of Agriculture, where we were urged to try out our plan under the guidance of the department's field workers. For two months we corresponded with several field workers. William Stacey at Ames, Ia., showed the most interest, so on June twentieth we headed for Iowa.

During our five days' stay at Ames, agricultural extension workers supplied us with information on community organization. They told us of community councils as a method of unifying the resources of a community. After comprehensive mental tours of the state, they picked out "our town" as a representative and receptive one.

We arrived on July fourth. "Our town," a county seat, was a rural trading center with three thousand inhabitants. It had no industry, no extremes of wealth or poverty.

Our first problem was to find bread and butter jobs. At Ames we had been told to call on the Congregational minister.

"One thing we need here is a summer recreation program for children," he suggested. "The school playground isn't in use now, and a lot of the children have nothing to occupy them."

This was something we could do, for we were justified by past experience in summer camps. The minister offered us his Sunday School list as a starter, and by the end of the week we had signed up thirty-five children. The day camp flourished for three months, paying our expenses and cementing our status in the community as "the three teachers from the East."

The natural friendliness of the townspeople made us feel at home almost at once. After three weeks of becoming acquainted, running the day camp, and improving our cooking, we decided to launch the summer offensive. Our first war call was on the chairman of the County Defense Council. We asked him if we could fit into his program.

"Honestly, girls, I don't think we're going to be bombed out here, so what's the use of any program. Besides it's summer and people don't like to be bothered with the war."

Working through the county set-up looked hopeless, so we considered other organizations in town that might be more receptive. We drew up a list of organized groups—study clubs, civic groups, churches, service organizations, lodges, the school.

For three weeks we made after-hours calls, reaching about fifty persons in all. There was general agreement on the need for a well coordinated community war program. We found specific examples of local war problems. "Last year we had four different organizations handling the scrap drive. . . ." "We've had too many war fund drives. We ought to have one big one and save a lot of time." . . . "There are a lot of things to do to help win the war that we are not doing. I'd like to see a good consumer program here." . . . "Some people are doing all the work; others aren't doing anything."

We had to find a home-grown leader—someone who could make concrete plans, call a meeting of community leaders, see that a council was organized to overcome past difficulties.

We had been told about a prominent townsman whom everyone respected. He sounded like the right person. But he was skeptical:

"Just who or what organization do you represent? You must admit it's unusual for three girls to come into town and within thirty days start organizing a movement."

We explained our innocent history. He refused to bend and we left his office with visions of tar and feathers. But despite his prestige it was too late for his suspicion to threaten the plan. Too many other people were behind it.

ON advice from Ames, we asked one of the leading women in town, member of the State Board of Education, if she would be willing to call a meeting at her house of the persons most interested in the plan. The result was the formation of a steering committee of seven persons to work out plans for a War Council.

In three meetings the committee drew up a blueprint for action. It was decided to present this to a meeting of all community leaders. Postcards mimeographed by the Congregational minister and personal phone calls on the day of the meeting urged people to attend. On September second, in the County Courthouse, a War Activities Council was unanimously approved.

Ten men and women were elected to the central committee to direct and supervise the program. Under them are representatives of all the local organizations—the persons who constituted the "town meeting" of September second. Block lieutenants carry out all programs initiated by the central committee. A man or woman on each block canvasses his neighbors for scrap, war funds, or whatever is the object of the current campaign. Lieutenants also distribute printed information on war programs and announcements of educational forums.

How does this structure work? Suppose the American Legion decided to run a tinfoil campaign. Its president goes to the central committee to find out whether any other organization has started or will start such a campaign. If all wires are clear, the American Legion can

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launch its drive, enlisting the aid of the army of block lieutenants. Full credit for the campaign goes to the American Legion.

This coordinating function is only half of the War Council's purpose. The other half is to start needed war activities which no other organization will undertake. Through cooperating with their block lieutenants, all members of the community can participate in these activities.

By the end of September, the council was moving full steam ahead. The central committee and the block lieutenants were looking forward to a year of hard, constructive work. We were superfluous. It was time to leave.

Families at Play

By BERTHA G. KYLE

Executive Secretary, Home Play Groups Association

DO we Americans need training for democratic living? If so, where shall such training begin? And when? Obviously, *home* is the school in which life concepts are first formed. But how can the voice of democracy penetrate family life? How can any voice from outside help families do for themselves what many do not understand or know how to do, namely, to present to the community an acceptable unit of society? How can any outsider substantially assist in harmonizing the collective family life? Picture, for instance, the intimate life within the walls of home, where there are children of various ages, or an "only"; sometimes grandparents as well as one or both parents, all with their individual and group problems inside and outside the home. How may old and young be helped to understand and achieve democratic living?

The Home Play Groups Association of Baltimore has devised a way. This non-commercial organization is composed of men and women who believe in the home as the basic unit of society. They, and some of the organizations to which they belong, are keeping alive the project they call Home Play Groups "until such time as it can be incorporated" into a citywide program of education and recreation.

The association was organized in 1936, after a preliminary trial of about a decade. Through the sole instrumentality of play it has given outstanding service to individuals, home and community.

The Home Play Groups Association makes contacts with mothers, sometimes by neighborhood visits; sometimes in a talk to a parent class in a public school, or to a Parent-Teacher Association; through a church or social agency. Often these contacts are made because of acquaintance with neighborhood conditions which do not make for normal play life and happy homes. The visitor is not a professional social worker nor, as she tells the mothers, does she represent any organization save the Home Play Groups. She offers the privilege of participation in the association's program, with no financial obligations. Most mothers accept. Fathers sometimes require convincing.

For five successive weeks, a trained play-leader goes into two neighborhood homes, for one hour each, on a certain day, to direct games, tell stories, teach simple handicraft. Each family invites its own guests, usually at least one playmate of each child. The same group meets each time. The mother is present, often with other members of the family. Games are played out of doors when weather permits, in whatever place near home the children are accustomed to play, and others of the neighborhood naturally join in. It is understood that only the original group is admitted when the activities are held indoors. Others who desire play groups are promised the privilege later.

To allay the clamor of the youngsters for home groups, children from eight to twelve years sometimes are formed into a class of "Playmate Helpers," who are taught leadership in ring or circle games and other activities suitable for yard or sidewalk. Their program also includes simple handiwork and dramatization. The only obligation is to use and pass on to others what is learned.

To encourage the children in trying to be good leaders, a goal may be set which is called helping-leadership. A 'teen-age class is formed for further instruction in story-telling, poster-making, and dramatics, as well as party games for youth of their own age.

These play "studies" are very informal, and are intended to stimulate the young people of the neighborhood to help promote wholesome recreation in their homes and community. They tend to overcome self-consciousness and to cultivate a sense of responsibility. This play program, of which the home groups are the basic part, has made many neighborhoods "play-conscious." It has helped children to do better work in school, made them more interesting to their elders. There is even evidence that some homes which were disintegrating have been cemented by this mutual interest and enjoyment.

A CERTAIN dignity invests the child who has been host to a play group, and a sense of responsibility rests becomingly upon the older helping leaders. Often the younger ones turn to them to settle a dispute about game rules, and they are likely to be asked to assist in neighborhood or church gatherings. Thus a sense of responsibility and good will gradually develops in a community served by Home Play Groups. There is no regimentation, no compulsion. The possibilities for character building are unlimited, and the plan has been pronounced "a very good program for adult education."

Play leaders for this project have been carefully selected from the personnel of the Department of Public Recreation, formerly the Playground Athletic League. The program owes much of its success to the fact that these trained and experienced leaders have thoroughly entered into the plan. The leader adapts the activities in each home to the group and the play space. She shows no favoritism, knows how to secure enthusiastic cooperation, and is accepted as a friend by the group.

The Home Play Groups Association does not form clubs, with their disadvantages of dues and other expenses, rivalry for leadership, and necessity for reports and formal meetings. It does, however, encourage connection with community agencies which may be helpful, and has a follow-up program which may be sponsored or carried on by volunteers.

"This," a friend of the project has said, "is basic and essential training for democracy, which needs the development among great groups of people of *homes* founded upon the precepts of cooperation, fair play, and the sharing of responsibility."

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Here in Washington • • By Rilla Schroeder

AT this writing, Governor Herbert H. Lehman is winding up his affairs in Albany, preparatory to coming to Washington on December 3 as Director of Foreign Relief and Rehabilitation. His new task is the incredibly difficult one of getting food, clothing, medicine, and other assistance to the peoples of occupied countries as soon as their nations are freed from Axis domination. Should his post-war responsibilities include civilian Germany (as is not unlikely) there will be a certain ironic rightness in the fact that, as is well known, this distinguished American is of the Jewish faith.

In his press conference, following the White House announcement of his appointment, Mr. Lehman made it clear that his task will extend far beyond the war and will include not only the succor of civilian populations but also aid in the rehabilitation of agriculture, industry, transportation, and other public services in lands enslaved by the Nazis, and areas that were necessary sacrifices under the "scorched earth" policy.

For the present, at least, the relief program will be entirely an American enterprise, though Mr. Lehman will work in close cooperation with the governments of the United Nations. This is one reason why his new office has been put under the jurisdiction of the State Department, which is responsible for American relations with other governments. Mr. Lehman also will work with Lend-Lease and with the Board of Economic Warfare.

Here in Washington it is expected that Mr. Lehman's first assignment will be to get help to the inhabitants of North Africa. A beginning already has been made to get this underway. About the middle of November, President Roosevelt directed E. R. Stettinius, Jr., lend-lease administrator, to supply food, clothing, and even weapons to the armed forces and citizens of North African areas now occupied by the United Nations.

The difference between Herbert Hoover's task in the last war and Mr. Lehman's task in this, measures the difference between the earlier conflict and the present global war. As compared with Mr. Hoover's relief task in Europe, Mr. Lehman will shape policies and devise procedures for the succor and the economic rehabilitation of vast sections not only of Europe, but of Asia, Africa, and Oceania as well.

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THE PRESIDENT'S SWEEPING MANPOWER order contained thirteen points which may be summarized as follows: 1. The War Manpower Commission shall consist of a chairman and one representative of each of the various government departments. 2. The Selective Service is transferred to the War Manpower Commission. 3. The Secretaries of War and Navy, consulting with the war manpower commissioner, shall determine each month the manpower requirements of the armed forces. 4. Voluntary enlistments by men eighteen to thirty-eight are halted. 5. All workers shall be hired through the U. S. Employment Service and no employer may retain a worker needed in any establishment, plant, facility, occupation or area designated as more essential to the war program. 6. Training programs of the army, navy and the WAACS conducted in non-federal institutions shall conform to the commission's regulations. 7. The commissioner shall issue orders necessary to carry out the directive, take steps to prevent and relieve hardships and inequities and establish procedures for appeals. 8. The commissioner may act through such officers and agents and "in such a manner" as he shall determine. 9. Other departments, subject to appeal to the President, shall take such action as the commissioner determines to promote compliance with the manpower order. 10. The commissioner shall appoint a management-labor committee and consult with it. 11. The commissioner shall be a member of the board which advises the economic stabilization director. 12. All prior orders conflicting with the new one shall be made to conform. 13. The order takes effect immediately.

Just what happened to the rumored Cabinet reshuffle remains a mystery. The most probable answer is that Secretary Ickes would have none of the Labor Department job with its manpower complications. There were protests, too, from those who felt that Secretary Perkins would be a poor choice for the federal security post in light of the coming battle over the expansion of the social security program. Miss Perkins has few friends on Capitol Hill.

The proposal to put manpower under the Labor Department (with almost anyone but Miss Perkins in charge), met with approval on the Hill. There was a definite feeling that Mr. Ickes would do a good job. Even his noted short temper was regarded favorably. The manpower job is not regarded as one requiring sweetness and light in administration.

Those who welcomed the changes do not regard the retention of Mr. McNutt with optimism. Unofficially, members of the Tolan Committee (Mr. McNutt's severest critics to date), approve the consolidation of Selective Service with manpower, but are keeping their fingers crossed until they see what personnel changes Mr. McNutt effects. There is a feeling that in those hoped-for changes lies the success or failure of the program.

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THE PRESIDENT'S "HONORABLE DISCHARGE" of WPA anticipated a congressional move scheduled for January 4 or thereabouts—as soon as the 78th Congress could get to it. The WPA asked for it. The President dismissed the set-up with kind words and an approving pat on the back. It is dollars to doughnuts, and WPA knew it, that the new Congress would not have been so generous.

In his message to Works Administrator Fleming, the President left responsibility for those still on WPA up to the states and localities. Some of the states and a few of the communities, no doubt, will be able to get along on their own, but the others will be writing letters to Congress as soon as the 78th assembles.

The complications presented by the abrupt termination of WPA are numerous. The District of Columbia, all set for a day care program with WPA funds, has been one of the first to feel the pinch. Others are in for similar headaches.

The day care programs in each of the forty-eight states will be terminated unless the new Congress takes action. Funds from the Lanham act will be available but not sufficient. Unofficially, WPA is hoping that something will be done to maintain this service and perhaps some of their health activities in the war industry areas.

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THE POLL TAX BILL WENT DOWN TO A wordy although not unexpected defeat in the Senate. The spectacle of Bilbo of Mississippi staging a filibuster in the midst of Armageddon was disheartening, but his methods were effective in achieving the undemocratic aims of those for whom he spoke. Attempts to invoke the closure rule failed and the filibuster was called off in a deal to shelve the measure. Resentment has been widespread, North and South. The war has aroused many consciences to the infringement of civil liberties inherent in the poll tax laws of the eight southern states.

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The Common Welfare

Massachusetts Referendum

THE final vote on the "medical rights" referendum in Massachusetts was 691,394 "No" to 505,043 "Yes." The overwhelming majority of "No's" came from predominantly Catholic Boston, Lowell, and Fall River. Cardinal O'Connell has long officially and unremittingly thrown his weight against such legislation.

The referendum proposal, which reached the ballot only after a long struggle, had a single provision: to allow registered physicians to give contraceptive advice to married persons "for protection of life or health." Massachusetts and Connecticut are the only two states which have invoked old laws to deny doctors this right.

In the course of the campaign this fall, widespread newspaper advertisements misrepresented the proposal by declaring that "If Referendum No. 1 should be enacted into law: (a) any person . . . may advertise . . . the names and addresses of persons and places from whom . . . Poisons, Medicines, and Contraceptive Instruments . . . may be obtained for procuring abortions. (b) Any person may sell or give away any article intended for self-abuse, or for causing abortion. . . ."

Under the direction of a Committee to Oppose Birth Control Initiative, headed by a leading Catholic layman, millions of cards and pamphlets were prepared and distributed in the closing days of the campaign. This material appealed to "Fathers—Mothers—Voters" to vote "No" because otherwise contraceptives would be sold "on the open counters of drugstores, department stores, the '5 and 10'" encouraging "unlawful sex relations between boys and girls," and demanded, "Do you want this?" Again misrepresentation.

The Mothers' Health Council of Massachusetts will carry the fight to the 1943 legislature.

A Test of Opinion Surveys

PRESENT sampling methods for determining who will win an election have been tested in every election since 1936 and have been found to have an accuracy which seldom strays more than 6 percent. But until last month on election day when the city of Boulder, Colo., became a laboratory for the National Opinion Research Center, University of Denver, there had been no way of judging the validity of opinion surveys on political issues. Such a test has now been made and the public opinion survey has again come out with flying colors.

When the voters of Boulder went to the polls on November 3, they were presented with secret ballots asking their opinion on three social issues: whether there should be federal or state control of old age pensions; whether the United States should participate in a union of nations after the war; whether there should be a 2 percent national sales tax on "everything that people buy." Their replies closely paralleled the replies to the same questions gathered from a small cross-section of Boulder's population a week previously. Federal old age pensions were favored by 62 percent of the voting population as compared to 61 percent in the sample survey; 79 percent of the voters favored post-war participation in a union of nations compared with 82 percent of the persons interviewed in their homes; 65 percent of those at the polls opposed a national sales tax as compared with 58 percent of the cross-section. The Research Center views the results of this test as proof that opinion surveys are now qualified to measure whether an endorsement of a candidate is also an endorsement of his policies.

An interesting part of this experiment was the fact that it was the first instance in American history of an unofficial organization being permitted to have its representatives inside the polls. Under the direction of Harry H. Field of the center's staff, the project involved the cooperation not only of the voters of Boulder, but also of the University of Colorado, Colorado's secretary of state and attorney general, Boulder County's commissioners and county clerk, the election judges, and the county committees of the two major political parties.

Low Cost Protection

A CAMPAIGN for the enactment of a Savings Bank Life Insurance measure in Maryland is being organized with labor groups, a member of the House of Delegates, and several civic leaders in Baltimore taking active part. Those interested feel that Maryland is in special need of such legislation, which would give wage earners an opportunity to provide themselves and their families with sound life insurance protection without paying the high costs of industrial insurance. The number of industrial insurance policies outstanding in Maryland is the highest per capita figure for any state in the union. Twenty-seven companies write industrial life insurance in the state, twelve of them Maryland corporations, fifteen incorporated in other states. A recent survey revealed that at the end of 1940 there were in effect in Maryland 2,587,616 industrial life policies, with a total face value of $531,207,261—an average of 1.4 policies for every man, woman and child in the state. The average policy requires an annual premium of $7.89, with an average face value of $205.28. The number of lapses is proportionately high. During 1940, there were 524,213 new industrial policies written, while 487,036 of those in force were terminated.

Those working for SBLI in Maryland believe that the model bill suggested by the committee on Savings Bank Life Insurance of the National Association of Mutual Savings Banks will require only slight alterations to make it an effective measure for Maryland.

A Grim Warning

AT this writing the toll of the Boston night club fire of November 28 has reached 490, while 174 persons are still in hospitals, many with little chance of survival. Wherever the board of inquiry places the ultimate finger of blame for the occurrence of this tragedy, it is clear that its great proportions were due largely to one of mankind's most terrifying and deadly enemies, Panic. The significance of this grim example of the devastating effects of this monster's appearance, cannot be pondered too deeply. We

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are in a war, and though the tensions of a year ago have somewhat relaxed on the home front, we should not forget that the possibilities of the unexpected happening at any moment are still with us. In such an instance stirrup-pumps, sandbags, anti-aircraft guns will afford little protection against the arch-enemy, Panic, which can only be vanquished by a deep resolve within every individual that it shall not appear.

A Wartime Program

"THE war effort and mental hygiene meet at many unexpected turns," said Dr. George S. Stevenson, medical director of the National Committee of Mental Hygiene at the committee's thirty-third annual luncheon held in New York early last month. Just where these meeting places occur were indicated by the comprehensive wartime program presented by Dr. Stevenson in his review of the past year, showing seven directions toward which the committee is bending its efforts. They are:

1. The assurance of mentally healthy men for the armed forces and the conservation of the mentally unstable for civilian manpower.
2. Early detection and treatment of incipient neuro-psychiatric cases within the armed forces and prompt and adequate care of the mentally ill.
3. The rehabilitation of disabled service men, "both to augment manpower and to assist in individual adjustment."
4. The protection of civilian services for the mentally defective, unstable or ill.
5. The maintenance of public morale.
6. The provision of competent social, recreational, health and educational agencies and personnel services for persons moving to strange locations and forced to make unusual vocational adjustments.
7. The strengthening of services and adjustment of policies to meet the challenge of post-war reconstruction days.

The committee cannot accomplish this program alone. It can only study, demonstrate, confer, and advise. But among the evidences that its efforts do not fall on fallow ground, are the reputedly excellent mental health tests now given all selective service selectees in the states of Connecticut and New York. The methods employed by the committee for bringing about its goals may be glimpsed in "Mental Hygiene, Ally of Victory," the committee's annual report for 1941-1942, obtainable from the committee, 1790 Broadway, New York.

"American Knowhow"

A YEAR ago Carl Sandburg hymned "American Knowhow":

> "Hands with knowhow . . . minds with American knowhow . . .
> These workers—these riveters, welders, drillers—
> All these craftsmen have pride, a genuine pride in their share, their participation in the titanic job . . ."

Today, that genius which the poet celebrated is termed "America's secret weapon." Less eloquent than the poem, but with its own drama, is a gray mimeographed release, fifteen pages of four- and five-line items, being circulated in industry by the Office of War Information. At first glance it is prosy reading: "Elimination of two operations on fork and blade rods"; "A special arbor for loading brake cross levers"; "Redesign of adapter on shaft." Each item has a key number, and "American war plants interested in examining any of these ideas in greater detail" are invited to write for a full report.

Here is "knowhow" in full swing, for each item is an American worker's suggestion for increasing production, an idea evolved, tested, found good by the man on the job. The War Production Drive has been stimulating suggestions through a series of awards. Prize winning ideas are given wide distribution through labor-management committees and in the business press.

Thus John Smith, who finds he can "eliminate one operation on cylinder head by having core plug set at same level as cam bracket," or devises "new method of lapping diamond pointed tools," not only steps up his own output but makes it possible for other workers, other plants, perhaps his whole industry, to increase speed and effectiveness. Robots do as they are told. "Knowhow" is the mighty weapon of free men.

Survey Anniversary

NOVEMBER 12 rounded out thirty years of Survey Associates. But with incessant wartime claims upon our members from one quarter and another—to say nothing of our own hard-pressed budget—we did not try to duplicate our Silver Anniversary celebration of 1937. Rather we plucked up courage to bring out that week a seventh special number in the CALLING AMERICA series of *Survey Graphic*. These numbers had to date reached a combined circulation of over a third of a million copies.

Our anniversary number, "COLOR: Unfinished Business of Democracy," confronted us with the stiffest of assignments—to throw light into one of the most heated issues emerging in the war and the peace. A fortnight after publication, a small, informal dinner meeting at the Cosmopolitan Club in New York canvassed the bearings of the number—the issues it raised and its wider circulation. The participants included several of the authors, contributors to the special fund which gave it caliber, members of the board and staff, and people keenly concerned in the field of race relations. What was said from the floor was ever so enheartening as to its potential service to the times.

Harry Hansen was among those who took part—one of the few outstanding reviewers who distinguish our special numbers by handling them as books. He deftly caught the spirit of the occasion in what he wrote afterward in his engaging column, "The First Reader." Here it is, in part, as carried in the *New York World-Telegram*:

> To hear Margaret Walker read from her book of poems, "For My People," is a moving experience. . . . I think everyone at the *Survey* meeting was deeply moved when she read the title poem with its clarion call: "Let a new earth arise . . . let a people loving freedom come to growth." There I also heard Alain Locke, who believes that the present war will end racial inequality as a logical sequence of liquidating imperialism. Dr. Locke opens the seventh special number in the CALLING AMERICA series of *Survey Graphic*, entitled "Color: Unfinished Business of Democracy," which gives a comprehensive account of color relations in the United States, in the army, in Central and South America, and Africa. Here, by eminent authorities, is an exposition of what the Negro is getting—in industry, on the farms, in the schools, and what his aims are. In every instance, the aim of the Negro is to be a useful part of American life, asking only the rights guaranteed to all citizens of the United States. This special *Survey Graphic* number is really a book, and should be accessible wherever documents on the Negro are called for.

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The Social Front

The Public's Health

EVIDENCE that the physician shortage has reached the critical stage in many overcrowded war industry areas and in some rural areas mounted last month and produced a growing demand for the redistribution of doctors. A story of women standing in line "four or five hours" to get medical pre-natal care, of three-month intervals between pre-natal appointments, of women being delivered of their babies in doctors' offices and sent home after twenty-four hours, was recounted to a Senate subcommittee on labor and education by Dr. Martha Eliot, associate director of the Children's Bureau of the Department of Labor. She cited one community where a population of 77,000 is being served by fifteen physicians. Dr. Eliot, along with Paul deKruif, well known writer on medical affairs, urged the designation of one strong federal authority for the assignment of physicians to civilian and military services.

A similar demand was made by the New York Physicians Forum in an open letter to Paul V. McNutt, chairman of the War Manpower Commission, which asked that the U. S. Public Health Service be placed in authority, as "the only national organization, in being, equipped to deal with the emergency." The letter maintained that young doctors rejected by the army on physical grounds and older doctors above the draft age "who are willing and anxious to serve anywhere they are needed," had been unable to receive help from the Procurement and Assignment Service, set up a year ago by the War Manpower Commission with the aid of the American Medical Association to register and recruit physicians on a voluntary basis. The Physicians Forum suggested that the U. S. Public Health Service commission medical officers for civilian services and send them into the areas where they are most needed.

Charges of inefficiency on the part of the Procurement and Assignment Service were also made last month by Michael M. Davis, chairman of the Committee on Research in Medical Economics, in a letter to the *New York Times*. He laid the blame on the Service's policy of putting primary responsibility for solving a national problem upon the states and localities and on its failure to take steps "to forestall uneven and unwise drains" of doctors into the army. "The Service, although nominally a governmental body," charged Mr. Davis, "has shown a responsibility to medicine rather than to the American people."

On the other hand, announcements last month from Dr. Frank H. Lahey, chairman of the Procurement and Assignment Service, indicated that the nation's armed forces had obtained their 1942 quotas of physicians and that the Service would now turn its attention more fully to the distribution of physicians among the civilian population. However, War Manpower Commissioner McNutt, in a speech before the Industrial Hygiene Foundation at Pittsburgh, hinted that the compulsory "rationing" of physicians may soon come about. Under the present voluntary plan, 218 doctors have been transferred from one community to another for civilian practice.

Impediment—Among the recent victims of organized medicine's determination to preserve the status quo in medical care was the Medical Service League of California, cooperative medical care association formed in 1938 in Berkeley, Calif., by a group of "middle-income people," mainly university professors and federal and state employes. Providing its members with opportunity to obtain medical care at reduced rates, the League combined features of an insurance scheme and an individual fee practice by paying the members' medical bills from deposits left with its treasury. Thus, cooperating doctors, whose fees were smaller than those prevailing in the community, were at least assured of 100 percent collection and prompt payment.

Last spring, after four years of operation, the League suddenly received a notice from the Alameda County Medical Society to the effect that it was "unethical because it conflicts with the code of ethics of the American Medical Association." Three "particulars" of conflict were listed: "It interferes with reasonable competition among physicians of the community. . . . There is solicitation of patients. . . . It involves the principle of cut-rate medicine." Similar notices were sent to the ten cooperating physicians with the result that a number of them felt impelled to withdraw from the League. Unable to find other competent physicians in the ensuing months, the League was finally forced to disband last August.

Also in the bad graces of organized medicine is the Cleveland Medical Service Association, a prepayment surgical and obstetrical care plan for low income persons. Last month, the Academy of Medicine of Cleveland issued a statement declaring that "the association does not have the sanction or approval of the academy." In spite of this disapproval, Dr. John E. Rauschkolb, president of the academy, is a member of the board of trustees of the medical service plan. The plan has also been condemned by the Association for the Preservation of the Present American System of Medical Practice.

Evidence that not even the medical emergency in war industry areas can make organized medicine relent in its fight for "private practice" was produced at the hearings of a Senate subcommittee last month (see column one) when Dr. Sidney Garfield, medical director of the Kaiser shipyards, testified that the Washington State Medical Society refused to cooperate in carrying out a medical care plan for the thousands of Kaiser workers and their families because "company doctors" are taboo. Dr. Garfield's charge that the society threatened to see that his company doctors were drafted if they served the families of the workers, was hotly denied by Dr. Morris Fishbein, spokesman for the AMA.

Vs. Polio—"Tomorrow's America will be as strong as today's children," said President Roosevelt last month in a statement authorizing the public celebration of his sixty-first birthday, January 30, 1943, as the nucleus of the tenth annual fund-raising drive of the National Foundation for Infantile Paralysis. In the fiscal year ending September 30, 1942, the foundation made grants and appropriations totaling $1,152,191, the largest amount disbursed in any one year since its formation. The year was also marked by the adoption in numerous centers of the Kenny treatment [see *Survey Midmonthly*, February 1942, page 55] almost as rapidly as doctors, nurses, and physical therapists could be trained in the method. By the middle of last month, courses in the Kenny method, which had been set up with the aid of the foundation, were being offered at Stanford University, the University of Minnesota, Northwestern University, the D. T. Watson School of Physiotherapy (Leetsdale, Pa.), and the Georgia Warm Springs Foundation. Plans were also underway for the opening of training facilities in several New York Hospitals and schools of physiotherapy under the direction of the foundation's Greater New York chapter.

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In Print—"Hospital Discharge Study," by Neva R. Deardorff and Dr. Marta Fraenkel, an analysis of 576,623 patients discharged from hospitals in New York City in 1933, is the first volume of a three-volume report on "Hospitals and Hospital Patients in New York City" to be published by the Welfare Council of New York City. With the two volumes to follow, "Hospitalized Illness in New York City" and "Problems of Morbidity Reporting," the study represents a large scale attempt to get a general picture of the prevalence of serious disease in New York and to devise plans for a collection of data on hospitalized morbidity as a routine feature of a community's vital statistics. Volume I analyzes data on patients and their hospital stay including diagnosis, age, sex, color, religio-cultural background, residence, hospital accommodation, length of stay, condition on discharge. Price $1; subscription for all three volumes, $2; from the Council, 44 East 23rd Street, New York.

Among the States

THE problem of providing day care for children of working mothers has roused enough concern in thirty states to bring about the formation of statewide committees on day care. Reports from the U. S. Children's Bureau point to an increasing trend toward an affiliation of these committees with state defense councils. Nineteen are now subcommittees of defense councils and five others have defense council representation. All committees have active representation from their state Departments of Education and of Welfare; fifteen have representation from the WPA; seven from the state Departments of Labor. Though but eighteen statewide day care committees include health representatives, in twenty-three states consultative service on medical, dental, nutritional, and nursing problems is available from State Health Departments to local day care committees.

So far only three states have submitted plans to the Children's Bureau through their state welfare departments for grants from the President's Emergency Fund for the promotion and coordination of a program of services for children of working mothers. Alabama's program includes an assistant supervisor of day care and five consultants. Arkansas plans for one consultant and two child welfare workers. California has requested one worker to act as day care consultant with the state defense council.

Merit Systems—In its recent report to the State Board of Public Welfare, the Alabama Merit System Council revealed that 7 percent of the county positions were vacant because it had been impossible to secure persons to fill them. . . . The first report of the Merit System Council for the State of Colorado County Departments of Public Welfare showed that of the 5,381 applicants accepted for the examinations for county welfare department personnel given last January, only 2,996, or slightly over 55 percent, succeeded in making the grade. Over 24 percent failed to appear for the examination or withdrew their applications, 20 percent failed the examination. Of the 1,914 in professional classifications, however, 62 percent passed; while but 52 percent of the 3,467 accepted applicants for the clerical and stenographic tests appeared on the final register.

War Marriages—In order to accommodate service men wishing to marry while on a short leave, many states are relaxing their requirements for a waiting period of several days between the application for a marriage license and performance of the ceremony, according to information from the Council of State Governments. While Illinois has been the only state among the nineteen having such waiting period laws to repeal its statutory requirement, "loopholes" in the acts in many other states provide means whereby rush marriages can be performed. Thus in fourteen states, judges, who have been empowered to shorten the waiting period or waive it entirely, are doing so for the benefit of service men and their would-be brides. This is now the practice in Connecticut, Georgia, Maine, Massachusetts, Michigan, Minnesota, New Hampsire, Ohio, and Wisconsin, which ordinarily required five-day waiting periods; and in Oregon, Pennsylvania, Tennessee, Washington, and West Virginia, where the usual waiting periods are three days long. In Maryland, New Jersey, and California, where no waiver is permitted, it is possible for only one person to apply for the marriage license at the beginning of the waiting period. Though Illinois no longer requires any specific time to elapse between the application for a license and the marriage, it still has a statute requiring premarital health examinations. Service men, however, may have their tests made at approved laboratories outside the state.

Program—With 1943 a legislative year, the Missouri Association for Social Welfare has devised a legislative platform "to emphasize some of the immediate problems which confront the people of Missouri." Among the recommendations are: adequate funds for general relief, aid to dependent children, old age assistance, administration and service costs of the public assistances and child welfare services; a comprehensive and adequately financed study of children's needs in Missouri; adequate appropriations for the State Department of Health "to enable it to carry on its functions effectively, to extend county health work and protective health services, and to provide for matching of available funds for health purposes."

Here and There—Last month's elections brought defeat to a $40-a-month minimum old age pension proposal in the state of Washington. A similar proposal in Missouri was crossed off the ballot before election. . . . The New Hampshire State Department of Social Welfare recently established a "travel bureau" to help social workers reduce tire and gasoline consumption. So far the bureau has succeeded in producing a net saving of 20 percent in the cost of travel for the department, whose records show a decrease of 66 percent in the use of private motor cars. . . . Last month for the first time in the ten-year history of the Pennsylvania State Department of Public Assistance, fewer than 50,000 persons were on its general assistance rolls, 64 percent less than a year ago. Six out of seven of the 35,600 cases contained no "employable" members. . . . Figures recently issued by the Wisconsin State Department of Public Welfare showed, for the first time in ten years, a net reduction over a twelve months period in each of the five major public assistance programs: general relief, WPA, old age assistance, aid to dependent children, blind pensions. . . . The State Health Departments of twenty-nine states have indicated to the U. S. Children's Bureau that they will finance maternity care for the wives of enlisted men in the armed forces in 1943. This is an increase of thirteen over those doing so this year.

War and Welfare

THE amazing growth of USO services is indicated by a recent statement by Paul B. Badger, administrative vice-president, quoting figures of the past year's development. On November 28, 1941, the first government-built USO club opened its doors to service men in Fayetteville, N. C. Today, 201 of the 1,092 service centers are in buildings constructed by the government. A year ago, the monthly attendance at USO service centers was about 1,500,000, including civilians and repeat visits of service men. Today, the comparable figure is about 9,500,000. A year ago, USO operations were located in 195 cities and towns in 42 states, and in 10 communities in five offshore bases. Today, the figures have grown to 523 cities and towns in 47 states, and 65 communities.

With 53 mobile units, ten of them operating in offshore bases, USO is giving far-flung service to detached guard posts strung along the Atlantic and Pacific shores and down into the Gulf of Mexico. These groups of soldiers, sail-

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ors, and coast guardsmen often are kept on 24-hour alert. At best, the life is restricted and lonely. The men do not get leave as frequently as men in camps. USO motorized units relieve the monotony by putting on movie shows, and bringing books, magazines, games, stationery, refreshments, and other supplies. Carleton E. Cameron, director of USO Mobile Service, reports a "great demand for pencil and paper games which men can play alone."

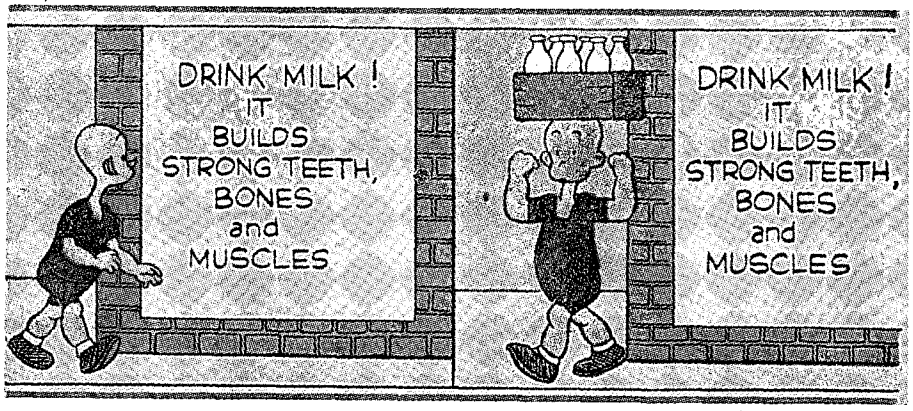
An increasing number of USO units are being called upon to provide services for war workers in communities where facilities for recreation and welfare are inadequate. USO provides service for war industry workers only on the request of the government. Many units now serve both men of the armed forces and war workers. In some communities where the USO clubs are used largely in the evenings, the daytime hours have been turned over to the families of war workers. Classes are held for the wives, children use the USO for organized play, and in some instances children's classes have been organized.

By Enemy Action—Under an arrangement recently announced, the federal government will reimburse up to $100 for burial expenses if a body is washed ashore under such circumstances that it is clear that the death of the individual was due to enemy action at sea. The undertaker's charges must be itemized and in line with the usual local prices. Representatives of the U.S. Public Health Service can give authorization, and if no representative is available, state or local welfare officials can give authorization under agreements with the Social Security Board.

Russian Relief—In summarizing the first year's activities of Russian War Relief, Inc., Edward C. Carter, the president of this youngest major war relief agency, stated that the total value of shipments to Russia and of goods being purchased has reached $4,067,703.91. No money is sent to Russia, and supplies are regularly dispatched in Soviet ships at no cost to Russian War Relief. An analysis of types of supplies shipped showed that 90.4 percent were medical supplies; 6 percent clothing, knitgoods, and blankets; 3.5 percent foodstuffs and seeds; 0.1 percent "miscellaneous other items." Mr. Carter stated that "the public may be assured that the goods we ship are reaching the Soviet Union and the people who need them. We are not free to report the details of the schedules and routes of transportation, but we know that our supplies are reaching their destination."

For Poles in Iran—Quantities of food, clothing, medical supplies, surgical dressings, and other necessities have been sent by the American Red Cross to Iran (Persia) to relieve the sufferings of 37,000 Polish refugees who reached that land in recent months. The supplies were forwarded from stocks held by the American Red Cross in Cairo, and were distributed in cooperation with the British Middle East Relief and Refugee Administration, the Polish Red Cross Society, and the Iran Red Cross Society, which operates under the sign of the Red Lion and Sun. Dried milk, vitamin concentrates, and similar supplementary supplies have been given from Red Cross stores to special camps for Polish war orphans in Palestine and Egypt, where the children receive schooling and vocational training.

War Programs—A summary of the war programs of a group of "citizen organizations" has been compiled by Julia Wright Merrill, chief of the American Library Association's department of information and advisory services, and published in the *ALA Bulletin* for November. Included are national organizations "which are commonly represented by local units." No attempt has been made to offer a complete directory. The compilation should be widely useful to individuals and groups in other fields, including welfare.



A new tool for helping local nutrition committees carry their message of correct food habits to the housewife is the pamphlet "Eat Right to Work and Win," produced and financed for the Office of Defense Health and Welfare Services by Swift & Company in cooperation with King Features Syndicate. Comic strip "stars," such as Carl Anderson's Henry pictured above, help the simply written text to emphasize the essentials of a well-balanced diet. On request from Swift & Company, Department A, Chicago, Ill.

Jobs and Workers

IN a dispute between the United Office and Professional Workers, CIO, and four New York title and guaranty companies, the War Labor Board ruled last month that its jurisdiction covers all non-war industries in which wage adjustments are involved. The opinion was written by William H. Davis, chairman of the WLB, who based the decision on the Executive Order of October 3. He said, "We are aware that the administrative burden of the board is increased by its assumption of jurisdiction over such cases as these, but we cannot for that reason avoid the clear mandate" of the order. Title III, Section I of the order extended the functions of the board "to cover all industries and all employes." Lewis Merrill, president of the UOPWA, declared that the decision "will strengthen the win-the-war activities of the white collar and salaried workers." The resolution on the WLB adopted by the recent CIO convention in Boston called for "a forthright and over-all determination accepting full jurisdiction over all employes and all industries for all purposes."

Women War Workers—Henry J. Kaiser, spectacular West Coast shipbuilder, in announcing that in the Portland and Vancouver shipyards the employment of women is now 5 percent of the total, stated last month that the company expects to increase this to a minimum of 20 percent. . . . Elinore M. Herrick, who resigned as New York regional director of the National Labor Relations Board to become director of personnel and labor relations of the Todd Shipyards Corporation, predicts that, in contrast to 2,000,000 American women engaged in industry at the end of the first World War, the total is likely to reach 7,000,000 in the present conflict. She stated that in the shipyards women are "proving up" under conditions that are "not of the pleasantest." . . . In a voluntary census of womanpower of Monroe County, N. Y., more than 15,000 filled-in blanks have been received by the Rochester office of the United States Employment Service. Analysis of the first 3,208 forms revealed that 612 of the women were without dependent children and willing to take employment in war plants immediately. Of these, 285 reported previous factory experience. Another 523 women with dependent children expressed interest in helping to fill some of the vacancies in war industry. . . . The employment manager of the Goodyear Aircraft Corpora-

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PALO ALTO

tion in Akron, Ohio, the payroll of which is 40 percent women, states that women over forty, and even "independent grandmothers," can and do "become good soldiers on the industrial front."

How the Nazi war machine, operating behind a propaganda screen that "woman's place is in the home" began as early as 1934 to build up a formidable reserve of womanpower in Germany is told by Dr. Judith Grenfeld in an article, "Mobilization of Women in Germany," in the fall issue of *Social Research*, quarterly publication of the Graduate Faculty of Political and Social Science (University in Exile) of the New School for Social Research. As a result of comprehensive programs of recruiting, training, and job study, the number of women industrial workers nearly doubled in seven years, reaching 8,400,000 at the end of 1940, an increase of nearly 4,000,000 over 1933. Before embarking on this campaign, the Nazis studied the experience of World War I, and drew three major lessons: no adequate utilization of woman labor can be achieved in wartime without registration of womanpower in peacetime; universal, compulsory service for women is as essential in total war as universal military conscription of men; the influx of untrained women in the first World War caused a loss of valuable time while they were being trained and adjusted. The Nazis therefore proceeded with the training and retraining of vast numbers of women for essential war occupations in peacetime, when instructors and raw materials were available. The report covers in detail both the preparatory period, and the present use of women in Germany's war industry.

Longer Hours—A major conclusion of The Brookings Institution study of manpower problems is the need for increasing the work week in order to increase production. In American industry, the report points out, the average hours worked per week in 1939 was 37.3; in 1940, 38.2; in 1941, 40.5; and in the first six months of 1942, 42.4. The report cites recent experience in England, where "it has been found that a work week of 55 hours for women and 60 hours for men results in greater *total* production—though not increased output per hour—and that it is not detrimental to the health of the workers." In May 1942, the British Ministry of Labor issued an order stating that any plant not having a work week of at least 52 hours was "overstaffed." Pointing out the difference between "scheduled hours" and "actual working hours" (because of sickness and absenteeism), the study finds that "a 48-hour week in 1943 would average a work week of about 46 hours. In 1944 and 1945 we could reach 48 or more average working hours only by establishing work-week schedules of 50 hours or more." The report adds that the work week cannot be lengthened quickly, or without detailed planning in each plant, and that the length of the work week must necessarily vary in different lines of activity. (A summary of the study in pamphlet form, "Is There Enough Manpower?" by Harold W. Metz, has been made possible by a grant from the Maurice and Laura Falk Foundation of Pittsburgh, and is published by The Brookings Institution, Washington, D. C.)

Child Labor Day—Breaking its custom of over thirty-five years, the Child Labor Committee, 419 Fourth Avenue, New York, has decided as a wartime measure to omit a special Child Labor Day observance in 1943. The committee holds that, with the many current proposals to suspend child labor laws "for the duration," it is necessary that "every state, every community, every local organization be on the alert to protect its children—all the year round." Confronted by a great increase in calls for help and advice, the committee "believes that it can better expend its funds and the time of its staff members just now by devoting all its energies to meeting particular child labor needs . . . than by promoting a general consideration of child labor problems on one special day of the year." The committee stands ready, as heretofore, to send literature, program suggestions, and exhibit material to any group or organization wishing to arrange a child labor program.

Record and Report—"Your Questions As to Women in War Industries," a new Women's Bureau bulletin, summarizes briefly the current American and British experience with women in war industry. Price 5 cents, from the superintendent of documents, Washington, D. C. . . . "Women in War Industries," by Helen Baker, "seeks to summarize the principal personnel problems facing industry in connection with the greater employment of women." Price $1.50, from the Industrial Relations Section, Princeton University, Princeton, N. J. . . . "Manpower," by Eric H. Biddle, tells briefly how Britain has been able to meet the manpower shortage in war industry. Price 75 cents, from Public Administration Service, 1313 East 60 Street, Chicago, Ill.

Youth and Education

A FORECAST of occupational needs in the post-war period was made by Investors Syndicate of Minneapolis, Minn., in a recent nationwide poll of 346 colleges, technical schools, and universities. According to the educators, the greatest need for trained experts will be in the health field. Of the ten occupations which accounted for more than 70 percent of the total list of specific types of experts, doctors were at the top. Next in order were engineers, foreign trade specialists, teachers, nutritionists, social workers, occupational therapists, dentists, economists, and business administrators. Almost at the bottom of the list of specialists this poll indicates as important to the post-war world, were lawyers and advertising experts.

Flag Salute—Possible settlement of the flag-salute issue involving children of Jehovah's Witnesses and other religious sects in public schools, is foreseen as a result of a recent memorandum issued by the Civil Rights Section of the Department of Justice, nullifying local ordinances which compel the salute and pledge of allegiance. Addressed to United States attorneys, the memorandum calls attention to a law passed by Congress last June dealing with respect due the flag, providing that "civilians will always show respect to the flag when the pledge is given merely by standing at attention, men removing their headdress." Since Jehovah's Witnesses have indicated their willingness to comply with this requirement, cause for controversy will be eliminated, in the opinion of the American Civil Liberties Union, 70 Fifth Avenue, New York.

The State of West Virginia has decided to appeal to the Supreme Court of the United States the recent decision of a federal district court voiding the state's compulsory flag salute law for children who have conscientious scruples [see *Survey Midmonthly*, November, page 314]. The Supreme Court may, therefore, reconsider its decision in the Gobitis case, upholding the flag salute. Including Chief Justice Stone, who dissented in the Gobitis case, four of the eight justices now sitting are on record in opposition to the compulsory flag salute.

Boys on NYA—Boys still comprise more than half the young people on National Youth Administration "work experience" projects, according to figures recently released by the Washington office of the agency. Of the 60,000 young people between the ages of seventeen and twenty-five now on NYA, 54 percent are boys. NYA officials say that the proportion is dropping sharply. In midsummer, 63 percent of the trainees were boys, and Aubrey Williams, NYA administrator, expects it to be down to 30 percent by the end of this year. Anticipating the lowering of the draft age, NYA has been converting facilities in the 1,100 shop units it maintains for war industry training in more than 700 cities so that an increasing proportion of girls and young women can be taken on.

Speed Up—Extension of the educational speed-up to high school is recom-

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mended by the Educational Policies Commission, which met in Washington late last month to discuss wartime educational problems. The commission proposes that able seventeen-year-old students who have reached senior high school standing be permitted to enter college or university at once and earn a high school diploma and credit for a year in the higher institution at the same time. The aim is to improve the educational opportunity of young people, particularly boys who will be called up at eighteen under the new draft measure, and to preserve the higher institutions of learning, "now threatened by the almost total evacuation of their male students, as the sources of leadership for the post-war world." Educators criticizing the plan hold that high school students are not mature enough for college work, and that a high school student will gain more, educationally, by completing his course than by trying to do college work before high school graduation.

Record and Report—"Teacher Education in a Democracy at War," by E. S. Evenden, was prepared at the request of the Commission on Teacher Education, to "assemble in compact form the main lessons of the past" bearing on education in wartime, and to prepare a "brief outline of fundamental educational principles." Price 75 cents, from the commission, 744 Jackson Place, Washington, D. C.

Against Crime

FACTS and figures which tend to refute the current belief that war conditions are causing a sharp rise in juvenile delinquency are offered in a summary of a recent study of the statistics of the Children's Court and the Juvenile Aid Bureau in New York City. The joint analytic study, made by the Brooklyn Bureau of Charities and the Community Service Society, includes data through September and October of this year, "a period far enough advanced to establish the year's general trend." The report points out that in the first ten months of 1942, a total of 4,080 allegedly delinquent juveniles were dealt with by the Children's Court, an increase of 412 over the same period of 1941, or 11.2 percent. However, compared with the corresponding period five years ago, 1942 reveals a decrease of 352 cases or 7.9 percent. "We find," the report continues, "that there has been a marked falling off in the number of children under sixteen years of age who have been accepted for treatment by the Juvenile Aid Bureau (of the Police Department) and an even larger falling off in the number accepted for more extensive social treatment." Through September 1941, a total of 18,790 boys and girls under sixteen were received by the bureau on reference by the police force, schools, private social agencies, and citizens. For 1942, the comparable figure was 14,341, a decrease of 23.6 percent. The report adds, "We are unable to say how much of the decrease is to be attributed to the loss of seventeen social investigators who were released July 1, 1942." The report warns that while delinquency is not "out of hand" at this time, it is high enough to cause concern and requires continued vigilance.

For Short-Termers—The problems and possibilities of a program of education, recreation, and library service for a constantly shifting prison and workhouse population are made clear in the first report of New York's Bureau of Education, Recreation, and Libraries, for the period July 1, 1941 to August 31, 1942. The bureau serves a heterogeneous population of men, women, and young people, ranging in age from sixteen to seventy, committed to New York City's penal institutions for many types of misdemeanors. The courts impose three types of sentence: penitentiary, workhouse, and reformatory. The average workhouse sentence is 39 days; the average penitentiary sentence, 215 days. The report describes the work carried on at each of the city's twelve penal institutions, including classes, cell courses, and correspondence courses in academic, vocational and commercial subjects, health and physical education, library service, and recreation. The report includes a discussion of suitable reading materials for "adults just beginning their reading career," a list of stories that have been found particularly useful in this unique program, and an example of the adaptation most popular among the inmate-pupils.

Handbook—Sixth in the series of "Handbooks of American Prisons and Reformatories" published since 1925 by the Osborne Association, the new volume, "Pacific Coast States," is the second on adult institutions brought out since the Association established the policy of reporting on the institutions of a single geographical area in each publication. The present handbook has sections on federal and state institutions in California, Washington, and Oregon, and on the federal prison camp at Kooskia, Idaho. The plant, equipment, and administration of each institution is described, and this detail is followed by a section of "comment" which includes explanation, criticism, and record of improvement or retrogression.

Clean-up—Better educational and living conditions for all girls confined in the Girls' Industrial School at Delaware, Ohio, and particularly for Negro girls, have been established after a six-year struggle, according to an announcement by Jane E. Hunter, president of the Ohio State Federation of Colored Women's Clubs. As a result of pressure from the Negro club women of the state, the governor requested a group of experts from Ohio State University to make a study of the school. Their report was referred by Governor John W. Bricker to the state welfare director, Charles Sherwood. Mr. Sherwood invited an independent study of the treatment of Negro girls at the school, which was made by Mrs. Luvenis Lewis of the U.S. Children's Bureau. After studying the two reports, Mr. Sherwood has ordered "a complete change in the administrative conduct of the institution, causing all racial discrimination to be wiped out and new disciplinary methods employed more in keeping with the modern understanding and treatment of correctional problems."

Community Affairs

WITH an announced goal of $4,000,000 a year, organized labor in New York City last month launched the Labor Community War Chest, fund raising organization for United Nations relief and home war services. Though the project was born within the American Federation of Labor and has as its chairman, Thomas J. Lyons, president of the New York Federation of Labor, plans are underway to make it a joint enterprise of the AFL, CIO, and the railroad brotherhoods. It is estimated that through the organization's efforts some 1,000,000 workers can be solicited for regular contributions. Part of the funds raised will be allocated to the already existing relief societies which send aid to Great Britain, Russia, China, members of the Fighting French, and victims of the Nazi invasion in the conquered countries, and part will go to the USO and other approved projects which serve members of our own military forces. The new Chest, it was announced, will follow the principles set forth by the National Budget Committee for War Appeals. [See "Rise of the War Chests," by Allen T. Burns, *Survey Midmonthly*, September 1942.]

Welfare Information—In order that Los Angeles' welfare and health services might more adequately serve the workers in the city's industrial and mercantile establishments, a Welfare Information Service was opened last summer by the Los Angeles Council of Social Agencies in cooperation with the Community Welfare Federation. The new service has five functions: to give information on welfare and health agencies to business establishments so that problems coming to their attention might be referred to the proper resources; to interpret social work to personnel directors so that they

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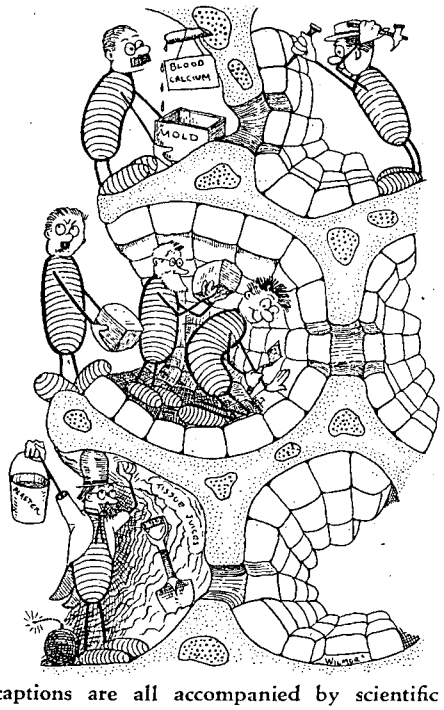
will have a better understanding of when a referral is indicated; to act as a referral service for the employes; to interpret the employe's problems to the agency; to refer persons whose problems have come to the attention of Community Chest workers to the proper resources. Of the seventy-nine cases which were referred from industrial establishments in the first six weeks of the service's operation, only nine were already known to agencies in the city. The most frequent problem to be brought to the service's attention was the need of proper supervised day care for children.

No Color Line— Alarmed by the "acute situations among racial groups" in Buffalo brought on by "the pressure for places to live," the executive board of the Buffalo Council of Social Agencies last month adopted a resolution to urge that "a broad program of non-discrimination be put into effect among all parts of our population," and that Negroes and other minority groups be given fair and adequate representation in the administration of public war housing projects. Such action was recommended on the ground that "frictions and misunderstanding and disunity blunt our war effort at home and discredit our higher resolve abroad."

Children's Agency—With its absorption last month of the Bronx Home for Hebrew Infants, the New York Association for Jewish Children became the largest private child-caring agency in the country. After infants now in the Bronx institution have all been placed in foster homes, the building will be used as an administrative center for child placing. This merger completes the integration into one body of all children's agencies connected with the Federation for the Support of Jewish Philanthropic Societies of New York City.

Community Study—The first group to find the answers in a specific community to the entire list of 1,448 questions included in "Your Community," by Joanna C. Colcord [see *Survey Midmonthly*, April 1939, page 124], was Maine's Greater Portland Community Chest and Council of Social Agencies in a study conducted during 1941 and published last May. How this study became a "cornerstone" for building the community services in line with the changing patterns brought by the war is described by Eleanor Seagle in the November issue of the *Junior League Magazine*. One step has been to use it along with Miss Colcord's book as the basis of an orientation course for volunteers.

In Print—"Housekeeper Service for Chronic Patients," by Marta Fraenkel, M.D., published by the Welfare Council of New York City, describes a five-year demonstration project operated by the Work Projects Administration in New York City. Besides analyzing the organization and development of the project, the study presents data on the 2,500 persons served during the period: their family composition, economic status, physical condition, special problems, length of service needed. Conclusions are that the project has demonstrated the usefulness of a housekeeping service for the chronically ill and that the present overcrowded conditions in hospitals intensify the need for such a service in the community. Price $1 from the Council, 44 East 23rd Street, New York. . . . The Council of Social Agencies of the District of Columbia and Vicinity has issued a "Minimum Adequate Budget Guide," as a guide for social workers in estimating the living costs of families residing in or near the nation's capital. Included are budget standards for food, fuel, light, refrigeration, community activities, and health needs. Price 40 cents from the Council's Family Welfare Division, 1101 M Street, N.W., Washington, D. C.



Huber the Tuber, Nasty Von Sputum, Rusty the Bloodyvitch, Huey the Long Tuber, Gobbles and Gorring are among the villains in the drama of a tuberculosis invasion of Lungland and its defense by Corpuscle Lipsky and his Monosight Army, as told by Dr. Harry Wilmer in the "Lives and Loves of Huber the Tuber." Here they are building themselves calcium homes after following Huber's advice to "chew slowly . . . and eat yourself out a house and home." Trouble starts when the host goes on a drinking spree and Nasty Von Sputum brings Huber a "glass of fresh, cold tissue juice . . . spiked with blood alcohol." Explains the author: "*Tubercle Bacilli* . . . vary in their virulence. The conservative, Huber the Tuber, is an example of the less virulent form, while the arch-villain Nasty Von Sputum and his cohorts are the most virulent forms. Monosights are cells of the body's resistance." Huber's adventures as told in pictures and captions are all accompanied by scientific explanations. Price $1 from the National Tuberculosis Association, 1790 Broadway, New York City.

Nurses and Nursing

TO bring up to date the inventory of nurses taken in January 1941, a resurvey of the nation's nursepower has been initiated by a subcommittee of the Office of Defense Health and Welfare Services. The survey will be conducted by the U. S. Public Health Service, and will include approximately 50,000 nurses who have graduated from accredited schools of nursing in the last two years. It will be carried on in close cooperation with professional nursing organizations and local Red Cross nursing committees. The survey will be conducted by means of postcards, which will be mailed by state agents for the inventory to every nurse in their respective states. The state agents, appointed by the U.S. Public Health Service, also are representatives of the State Nursing Councils for War Service.

Shortage or Misuse?— That trained nursing skill is being wasted by "the extravagant demands" of the army and war industry was the charge made at a conference of doctors, nurses, and laymen called by the New York City Nursing Council for War Service last month. Dr. Frederick McCurdy, director of the Vanderbilt Clinic, told of a recent survey of fifty ammunition plants in the St. Louis area which now employ 1,800 graduate nurses. "They simply stand along the production lines and do first-aid work," he said. "If they would use trained first-aid workers, only one third of the graduate nurses would be needed as heads of first-aid teams." Other speakers reported that "whole groups" of graduate nurses are deserting the hospitals for war industry and the army because of higher pay. Because of the hospitals' inability to meet these wages, Dr. Claude W. Munger, director of St. Luke's Hospital, suggested three steps for relieving the situation, proposed to him by Dr. Winfred Smith, director of Johns Hopkins Hospital: the possible assignment of conscientious objectors to

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hospitals, possible equalization of wages through government funds, enactment of a law restraining nurses from leaving their hospital posts. Throughout the conference there was emphasis on the threefold competition of industry, the WAACS and WAVES, and the services, with the recruitment of student nurses.

Nurse's Aides—Service by Red Cross Volunteer Nurse's Aides in hospitals of the Veterans Administration to aid in overcoming the shortage of nurses and attendants has been requested by Brig. Gen. Frank T. Hines, veterans administrator. More than 34,000 nurse's aides have completed their training, and 18,000 are currently enrolled for training. These aides have been working in the civilian hospitals in their communities. The request by the Veterans Administration for their services is the first governmental use of these volunteers. . . . Brooklyn, N. Y., savings bank officials have been asked to contribute to the war effort by giving time off to women employes who desire to work as nurse's aides in the daytime. With a drive for 2,000 more volunteer hospital aides in that city, Mrs. Carroll J. Dickson, Brooklyn Red Cross Nurse's Aide chairman, pointed out that many of the employes of the savings banks are enrolled as nurse's aides, and that the East New York Savings Bank has provided eight volunteers, giving each woman an hour off for every two she spends in class.

1942 Facts—The new edition of "Facts About Nursing," just released by the Nursing Information Bureau, 1790 Broadway, New York, brings together the latest reliable statistics of the profession gleaned from studies, publications, and reports. The 1941 inventory of the national nursepower showed 289,286 nurses in this country, 173,055 of them active, 25,252 "inactive but available full time." The 1942 "Facts" show an increase in the first reserve of the American Red Cross Nursing Service from 20,669 on June 30, 1941, to 31,967 a year later. Also showing the effects of war is the increase in the federal government nursing services from 13,260 on June 30, 1941 to 19,830 on June 30, 1942. The Army Nurse Corps enrollment rose from 5,695 to 12,475 between these two dates. The Navy Nurse Corps had 676 members on June 30, 1941. Data for 1942 are "withheld for military reasons." The estimated need for nurses between July 1, 1942 and June 30, 1943 is set at 55,442 "for replacements and authorized positions." It is estimated that the Army Nurse Corps, to which nurses are appointed on the basis of 6 per 1,000 personnel, will require a membership of 31,899 by the summer of 1943.

For Active Service—A drive to bring back to active hospital service a majority of the 7,000 retired nurses in the Long Island area has been initiated by the Civilian Defense Volunteer Office of Brooklyn, N. Y., in cooperation with the Nurses Association of the Counties of Long Island, Inc. The campaign is being directed by a Nurses Replacement Committee, organized by the local OCD. Numerous small subcommittees have been formed, in an effort to communicate individually with as many of the retired nurses as possible. These subcommittees include representatives of the thirteen alumnae organizations of borough hospitals, the United Hospital Fund, the Visiting Nurse Association of Brooklyn, and the women's auxiliary of the Kings County Medical Association. The importance of the drive was emphasized by a recent announcement by Emma L. Collins, executive director of the Nursing Bureau District 14, New York State Nursing Association, that not a single trained nurse applied for a full time post in the hospitals of Long Island between July and November.

Professional

PUBLIC relations experts and social agency executives gathered together early last month in New York for a roundtable on social work interpretation in time of war, sponsored by the professional membership of the Social Work Publicity Council. Springboards for the discussion were two magazine articles, "The Interpreter's Task," by Eduard C. Lindeman which appeared in the September issue of *Channels* and "Living in a Revolution," by Julian Huxley in the September *Harper's*. Publicity as a tool for fund-raising was definitely relegated to the background in favor of a view of interpretation as a means of creating public understanding not only of agency programs but of social work as a whole. One discussant even went so far as to suggest that social work interpreters hold a responsibility for bringing about acceptance of past and future "socialization." There was much talk of combined public relations programs on the part of two or more agencies and of interpretation of one agency's work by another, particularly of the work of a private agency by a public agency or vice versa. The principle discussants were Elwood Street, director of the Richmond (Va.) Community Council; Russell Kurtz, editor of the Social Work Year Book, Russell Sage Foundation; and Willard Solenberger, chief of public relations, Russell Sage Foundation. The discussion was summarized by Bradley Buell, field director, Community Chests and Councils.

Group Work—Supervisors of volunteer group leaders seeking advice on handling their responsibilities might look into "Supervision of Group Leaders," by Margaret Williamson, a new pamphlet published by the Women's Press, 600 Lexington Avenue, New York, price 60 cents. Included are study outlines, with bibliographies, on the initial interview, observation in the supervisory relationship, the supervisory conference, records and their use. All were originally prepared as aids to a "study-on-the-job" project undertaken by a number of YWCA secretaries. An additional chapter considers the supervisor as a learner.

Scholarships—In an effort to increase the number of qualified persons for its Home Service personnel, the American Red Cross recently established forty-six scholarships to schools of social work for persons who have completed one year of social work training. Eligible persons must be between the ages of twenty-five and forty and "have an interest in employment in smaller cities and towns throughout the country." They must also be willing to spend two years following their study in Red Cross Home Service employment. Eight metropolitan Red Cross chapters and twelve schools of social work are serving as training centers. In addition to tuition, students receive a monthly maintenance allowance of $65. A limited number of scholarships are still available. Applications should be made through the Red Cross area offices: Eastern area, 615 North St. Asaph Street, Alexandria, Va.; Midwestern area, 1709 Washington Avenue, St. Louis, Mo.; Pacific area, Civic Auditorium, San Francisco, Calif.

Periodical—The American Public Welfare Association recently completed plans for redesigning its monthly publication, *Public Welfare News*. The present planographed bulletin will be replaced by an enlarged printed periodical to contain, in addition to the usual articles and features, some of the material that would otherwise go into separate pamphlets. According to an announcement in last month's issue of the bulletin, the editors hope to maintain its "informal and timely characteristics" while offering "opportunity for wider participation from our members."

New Schools—Among the most recently established schools of social work in the country are the Graduate School of Social Work at Our Lady of the Lake College, San Antonio, Tex., and the Nashville School of Social Work which is jointly controlled and administered by Vanderbilt University, Peabody College, and Scarritt College in Nashville, Tenn. Both schools opened their doors for the first time during the fall term. The school in San Antonio has eighteen graduate students enrolled and six non-graduates who are taking a special course for experienced employed social workers. Most of the students, whether

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graduate or non-graduate, are employed in local social agencies and are attending the school on a part-time basis. Represented are the State Department of Public Welfare, the Work Projects Administration, the Young Men's Christian Association, the Mexican Christian Institute, the Girls Club, St. Mark's Community House, the Guadalupe Community Center, the House of Neighborly Service, the Charity Association of San Antonio, the Catholic Welfare Bureau, the Texas Children's Home Finding Society, the Protestant Orphans Home, and the Central Index.

One of the outstanding features of the Nashville school is its plan to develop strong rural field units in keeping with the training needs in the predominantly rural South, but the needs of social work in urban areas are not neglected. Another feature is the unique triple sponsorship which gives the students the advantage of elective courses in all three sponsoring institutions, and the use of the magnificent and well-stocked Joint University Library.

AASW Plans— At the first meeting of the new executive board of the American Association of Social Workers, held in October, plans were laid for a major project to be carried out by the association through a Commission on the Organization and Planning of Social Services in the War and Post-war Periods. According to the president's announcement, which appeared in last month's issue of *The Compass*, the commission will study problems involving "overlapping and duplication of existing community social services, needs for social services which are untouched by present organizations, problems of financing both public and private services, drains on the supply of trained personnel caused by development of new agencies, assumption of the role of planning of social services in this country and abroad by individuals and groups outside the social work field, both now and for the post-war period." Plans are to discuss the work of the commission at the delegate conference of the association to be held sometime in the spring. The commission will be aided by a temporary staff member whose employment was authorized by the board.

People and Things

"AVARICE masquerading as patriotism" received a setback last month when the New York State Supreme Court revoked the charter of the American War Heroes Foundation, Inc., and thus put an end to the Park Avenue Canteen, recreation club for soldiers and sailors once backed by many well known and well-meaning New Yorkers. The order came after an investigation by the New York City Welfare Department disclosed that the activities of the organization were largely concentrated on raising funds which were "consumed by obese salaries and other expenditures." In dissolving the foundation, Justice William T. Collins called it a "species of self-aggrandizement" operating in the guise of charity. Said he: "The thesis that charity begins at home was carried to such extremes that charity not only began at the home of the foundation, but ended there." Prior to the dissolution order, George L. Faeke, "guiding genius" of the organization, was convicted in Magistrate's Court for soliciting funds without a license. Prominent New Yorkers whose patriotic zeal had deluded them into aiding the organization, helped in the investigation.

In Research— Last month Edward M. Kenly, formerly on the staff of the bureau of men and boys of the Community Service Society of New York City, took up duties as assistant to the director of the society's Institute of Welfare Research. [See page 330.] The director, Robert T. Lansdale, plans to resume his former occupation of teaching public welfare at the New York School of Social Work, but will continue his services with the institute.

C'est la Guerre—Louis E. Hosch, administrative consultant for the American Public Welfare Association, has been granted a leave of absence for the duration. Now a lieutenant (j. g.) in the United States Naval Reserve, he has been assigned to the Civilian Personnel Division of the Third Naval District in New York City. . . . Charles K. Horwitz is on leave from his job as administrator for the New York City Department of Welfare, having been commissioned captain in the Army Specialist Corps.

Other recent wartime appointments not connected with the military were: Arthur D. Greenleigh, formerly assistant executive director of the National Refugee Service, to the operations division of the War Manpower Commission; Elsie M. Bond, assistant secretary of the State Charities Aid Association, New York, as chairman of the New York State War Council's Committee on Child Care, Development and Protection; Sally Lucas Jean, formerly chairman of the children's division of the China Aid Council, by the War Department as health supervisor in the War Relocation Authority's Japanese relocation center in Poston, Ariz.

Changes—A general reorganization program recently effected in the South Carolina State Department of Welfare has resulted in a coordinated division of public assistance to be directed by Leila Grover Johnson, formerly on the faculty of the University of South Carolina. The reorganization was brought about under the direction of Arthur B. Rivers, who recently succeeded Thomas Daniel as state welfare director. . . . Maude T. Barrett has been appointed acting commissioner of the Louisiana State Department of Public Welfare to succeed W. S. Terry, Jr., who has gone into military service. . . . One of the student supervisors of the American Red Cross's scholarship program (see page 346) is Eda Houwink, frequent contributor to the pages of *Survey Midmonthly*, who was lured away from the faculty of the University of Nebraska's Graduate School of Social Work by the "challenging dimensions" of the new program. . . . Peter Kassius has been appointed director of Region II, Social Security Board, to succeed Anna Rosenberg who has become regional director for the War Manpower Commission. For the past five years, Mr. Kassius has been associate director of the board's Bureau of Public Assistance. . . . Another Social Security Board appointment last month made Lavinia Engle director of Region IV, to succeed G. R. Parker who has gone to the Board of Economic Warfare. Miss Engle was formerly chief of the board's field operations division. . . . James L. Fieser, until last month vice-chairman in charge of domestic operations for the American Red Cross is now the ARC's vice-chairman at large.

Ethel Feineman, formerly field secretary for the National Council of Jewish Women, is now executive director of the Educational Center, Seattle, Wash. . . . The Jewish Social Service in New York last month announced that Frances Levinson, for five years a member of its supervisory staff, will fill the post of assistant executive director which has been vacant since the death of Elinor Blackman.

Deaths

ANNA F. DAVIES, on November 18, in Vineland, N. J. For forty-four years president of the College Settlement in Philadelphia, Miss Davies was well known for the crusading spirit in which she advocated women's rights, and fought for such social improvements as better housing, free libraries, a good probation system, and adequate recreational facilities for children.

DR. S. S. GOLDWATER, president of the Associated Hospital Service of New York for the past two years, and, for the sixteen previous years, New York City Commissioner of Hospitals. In a resolution of tribute last month the New York City Board of Health referred to Dr. Goldwater as "a statesman of the public's health, a world renowned designer and administrator of hospitals and a courageous, independent thinker."

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Book Reviews

Social Work Education

LEARNING AND TEACHING IN THE PRACTICE OF SOCIAL WORK, by Bertha Capen Reynolds. Farrar & Rinehart. 390 pp. Price $2.50, postpaid by Survey Associates, Inc.

THIS book, written in Miss Reynolds' customarily graceful style, is divided into five parts: the scientific method of social work, in reality an art; the process of learning an art; learning and teaching in groups; supervision of practice; problems arising from the fact that learning, teaching, and practicing social work must be done *through* other people.

It is rare that persons can, as the author does, define clearly methods of teaching, supervising, and exercising leadership. Miss Reynolds' success in this direction probably depends largely on her ability to distinguish between the art of practice and the art of teaching others to practice. Educators and agency supervisors will be particularly interested in her exposition of supervisor-worker relationship as inextricably bound to the disciplined use the practitioner makes of himself as a person in the interests of service to another; in her description of the stages of learning; and in her comments on the current curricula in the professional schools of social work. Significant also are her treatment of client-worker relationship as a means to an end, her insistence on knowledge and a scientific method, and her keen observations of the difficulties social workers have in appraising the competence of their colleagues.

This reviewer agrees heartily with the author's belief that student cases need not be selected with too much anxiety for the protection of the client —that if they are, an artificial setting is created which affords the student an unreal experience. The school must rigidly exercise its educational and professional responsibility for selecting agencies and supervisors thoroughly equipped to give students a maximum experience. But this reviewer is more optimistic than the author about the success with which faculty members may serve also as agency supervisors.

Another interesting point discussed is the division of time between classroom and field. Miss Reynolds considers how much of the total course can be taught in groups (in classroom) and to individuals (in tutorial conference). She might also have suggested that there must be group teaching in the field too; that the division on the basis of teaching theory in class and practice in the field is educationally sound, since practice in the literal sense cannot be taught elsewhere than in the field; and that for the school, the proportion of time allotted to class and field is of enormous practical importance. What she has done most helpfully in this aspect is to point up some educational problems which can be solved only by joint thinking and action by both agency workers and faculty members, with responsibility for curricular decisions resting with the schools which bear responsibility for making them effective. JEANETTE REGENSBURG
Tulane School of Social Work
New Orleans, La.

Insight on Children

CHILDREN HAVE THEIR REASONS, by Ruth Wendell Washburn. Appleton, Century. 257 pp. Price $2, postpaid by Survey Associates, Inc.

AS the title implies, the author has aimed to interpret for parents the reasons underlying the behavior of small children. She discusses the difficulties encountered by a young child in learning to curb his impulses in accordance with the parents' demands with the purpose of increasing parents' insight rather than of giving formulas or ready-made methods. Throughout the book, she emphasizes the individual nature of development and the fact that no outsider or book can give exact behavior prescriptions because "there never was before, there never will be again, a child or a family just like *this* child or *this* family."

This basic point of view is particularly well developed in Chapter 4, "Disciplinary Tools," and in Chapter 5, "Children Plan Too." "With all this energy and desire to find out seething within him, it must be deeply disappointing to a child to find someone standing between him and many of the apparently available things." The author shows with clarity that "at least two minds are at work in every situation, not only the grown-up's but also the child's," and points out that, "There must always be conflict between a child's need for freedom of action and the parents' need for a sense of power or success in the teaching role."

It is difficult in this short review to give a complete survey of the book, which includes discussion of a wide variety of subjects. I liked particularly the two chapters on personality development, the one on teaching very young children, and the clear analysis of readiness in the developmental process. In this last she discusses the dangers inherent in teaching a child before he is ready or in attempting to speed up the process of development beyond the child's own individual rate. She warns that "Training for control of elimination is often the first real bit of teaching in which the program gets ahead of the child's developmental readiness to take over the responsibility."

In spite of the author's genuine effort to make this a book for parents, there are times when the vocabulary limits its usefulness to persons with some background in psychology. In some chapters the introductory sections are theoretical and academic in tone while the rest of the chapter is alive with real life situations. There is perhaps too much verbiage as to the usefulness of the psychologist to parents. The vital content of the book itself is a better argument for the psychologist than the chapter devoted to this professional.

But these are minor criticisms of a book full of useful information and wise insight into the needs of young children. *Oakland, Calif.* LOIS HAYDEN MEEK

Students Are People

PSYCHOLOGY FOR INDIVIDUAL EDUCATION, by Lois Barclay Murphy, Eugene Lerner, Jane Judge, and Madeleine Grant. Columbia University Press. 306 pp. Price $2.75.

LITERATURE FOR INDIVIDUAL EDUCATION, by Esther Raushenbush. Columbia University Press. 262 pp. Price $2.75.

TEACHING THE INDIVIDUAL, by Ruth L. Munroe. Columbia University Press. 353 pp. Price $3.

Postpaid by Survey Associates, Inc.

THAT education, to be most effective, must be adjusted to the needs, interests, and abilities of individual students is gradually becoming an accepted principle in American colleges. This represents an inevitable trend in higher education, an unavoidable refocusing of educational thought and effort produced by innumerable factors. It represents also the desired fruition of the ideas of those who would make students rather than subject matter the center of the curriculum and whose vision extends beyond courses to personalities.

But, granting that the student is the unit of education, how may his needs, interests, and abilities be discovered and appraised? Must this be done only by specialized experts? When it has been done, how may the curriculum be adapted to the new objectives? Such questions suggest the need for experimentation, for exploration, for willingness to break away from the stereotyped and traditional and to plunge into the untried. They suggest also that the classroom teacher may play a significant role in this process since he has close contact with students and it is he who must ultimately put new educational methods into effect. The books under review represent attempts by the Sarah Lawrence faculty to do just this.

The first two are provocative reports of efforts to adapt educational procedure of the student in specific areas. The third is a critique of the role of psychology in education. It attempts to aid the college teacher in applying the findings of that science to his understanding of

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students without his becoming a specialist in psychology or learning how to employ highly technical diagnostic devices. The book is a penetrating analysis of college teaching. If students could make assignments to instructors, it would be included in the list of required reading. At a time when higher education everywhere is being subjected to critical scrutiny, books which aim to point a new direction become especially significant. HENRY BOWMAN
Stephens College, Columbia, Mo.

Mentor and Friend

MENTAL HYGIENE FOR COMMUNITY NURSING, by Eric Kent Clarke, M.D. University of Minnesota Press. 262 pp. Price $3.50, postpaid by Survey Associates, Inc.

DR. CLARKE has prepared a guide for the community nurse who wishes to be helpful to her patients both in their emotional and physical problems. He emphasizes the contributions made by public health nurses whenever they have been in a position to assist in the treatment of emotional difficulties.

The chapter on psychoneurotics is especially well presented. Dr. Clarke shows clearly how the psychoneurotic, out of a sense of his inadequacy in the competitive arena of life, retires into psychological symptoms and physical ailments that will spare him the production of his anxieties.

In the chapters on the problems of children, the connection between the symptom formation and the basic cause is not quite so clearly drawn. In his case examples, however, Dr. Clarke points up the basic fear and anxiety in the thwarted lives of these problem children, and the emotional distortion or starvation to which they have been subjected. Early detection of emotional problems is necessary to their successful cure, and the community nurse is in a strategic position to learn of such problems. Calling about Johnnie's measles, for instance, she may hear, as a family friend, about the eldest daughter's pathological worries regarding her projected marriage.

The community nurse can make vital contributions in two fields toward the solution of emotional difficulties. In the baby clinics, now organized in so many cities, she is frequently consulted by mothers about feeding problems, temper tantrums, night terrors, and eneuresis.

Second, the psychoneurotic, with his many ailments and complaints, frequently seeks advice from clinic after clinic, hunting for relief and causing great expense to the community. The public health nurse, if educated to recognize the ailments for what they are, may often be the means whereby psychiatric services are obtained.

The author devotes an interesting section to bibliotherapy—what kind of books to bring to your convalescing or chronically ill friend! Did you know that detective thrillers and westerns are most sought after in a hospital library, and that the obstetrical service calls for more lurid, bloodthirsty books than any service other than men's surgery.
New York ANNETTE OVERBY

Reflections of a Public Servant

THE PRIME OF LIFE, by Gove Hambidge. Doubleday, Doran. 243 pp. Price $2, postpaid by Survey Associates, Inc.

THE principal research writer of the U. S. Department of Agriculture has written a book about one day of his life and work—from his awakening before dawn to hear bird songs in his Maryland garden, to a quiet stroll at midnight with his dog. The day he chose was a Saturday in May, 1940. The hours brought a morning's work in the office, horseshoe pitching and badminton, much good talk and good companionship, time for a hobby, and for thinking and writing. The chapters are set down in a mood of warm contentment, expressing the author's own appreciation of the satisfactions of maturity, of a creative job, congenial home and family and friends, the attainment of a living philosophy, and the ability to face the uncertain future without dismay.

I think Mr. Hambidge wrote this book primarily to tell other Americans about Washington, and the people there who carry on the day-to-day tasks of government; more particularly, about the scientists and scholars who work in federal bureaus and departments, instead of for industry, or on college campuses. As always, Mr. Hambidge writes with depth and charm, and with a deceptively easy flow of idea and phrase. This record of his day leaves one feeling that he is a fortunate man to have found work so suited to his taste and talent; and feeling, too, that all of us are the gainers because he found it in the public service.

BEULAH AMIDON

For Public Health Nurses

NURSING, A COMMUNITY HEALTH SERVICE, by Amelia Howe Grant. Saunders. 277 pp. Price $2.50, postpaid by Survey Associates, Inc.

IN view of the present campaign to draw young people into the nursing field, this textbook is very timely. It is designed primarily to give undergraduate student nurses an understanding of the role of the nurse in the field of public health. Very little has been written expressly for this group, and the book should prove extremely useful.

Probably no nurse is better qualified to speak for public health nursing than is Miss Grant, the present director of the Bureau of Nursing in New York City's Department of Health, for her experience has been unusually rich and varied. In addition to fifteen years of experience in her present position, she has served as staff nurse and supervisor in a large visiting nurse service, and has used her public health preparation in the development of out-patient services. To many nurses who have studied in New York, she is known as a stimulating teacher of the principles and practice of public health nursing; and throughout the United States her leadership is recognized as she has been for four years president of the National Organization for Public Health Nursing.

The book is concisely and clearly written, with material presented in a well organized fashion. A helpful bibliography for undergraduate students is included, chosen to supplement and expand the material carried in the text. With the great increase in numbers of volunteers serving in health agencies today, it would seem that this text might also be widely useful in giving the more earnest volunteer a better understanding of the community health programs with which she is assisting. KATHARINE FAVILLE
Henry Street Visiting Nurse Service

Getting the Most Results

SOLVING SCHOOL HEALTH PROBLEMS, by Dorothy B. Nyswander. Commonwealth Fund. 377 pp. Price $2, postpaid by Survey Associates, Inc.

THE use of "solving" rather than "solved" is significant of the author's attitude in approaching the problem of how to use most effectively the inadequate amount of medical and nursing school health services available in the public and parochial elementary schools of New York City. The book presents a vivid picture of the before and after results obtained by personnel subjected to an outstanding piece of staff education and outlines the careful mechanics of the process. The author says ". . . in all phases of the work the study staff attempted to make the learning a dynamic adventure . . ." and she makes this story of the learning and its results a dramatic and convincing account.

Schools which have a comparable amount of service or less might use the study as a working manual. Schools which can attempt to give their pupils whatever health service a school should give—and it is their representatives who will be giving this volume the most attention—will find in it helpful material on such subjects as: reducing the confusion resulting from differences of opinion between school and family physician; a comparison of audiometer findings and teachers' observations of hearing difficulties on the same children; a close tie-up with relief agencies to reduce waste in obtaining treatment; and seven stimulating appraisal forms which can be used for self-evaluation.

There will be differences of opinion on the author's views of differential diag-

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noses as a school responsibility, and on her conclusion that a report of personnel activities has more significance to school administrators than a report of the health status of pupils and of their unmet health needs. Because of the impossibility of providing a reliable health inventory within the limitations of the service, the author's omission of one is not a fault. Her program is ideal for the situation, containing as it does an explanation of the compromises required by circumstances.

How to get a complete examination for school children when the school examination does not "go below the waist," and parents cannot afford a family physician, is a question raised but not answered. Having the child's teacher present at the examination is conceded an impossibility and a very good compensation is developed.

The book presents evidences that the study on which it is based attained its end—effective utilization of organized effort for the better health of school children.

MARIE SWANSON
N. Y. State Department of Education

Thinking in Groups

LET'S TRY THINKING: A HANDBOOK OF DEMOCRATIC ACTION, by Ivah Deering. Antioch Press. 199 pp. Price $2.50 cloth; $1.50 paper, postpaid by Survey Associates, Inc.

MRS. DEERING's understanding of group thinking has "grown gradually out of her years of teaching, learning, and working with ordinary Americans who had hopes to fulfill and problems to solve." This is one of the reasons why this book is a true and human account of a process which is exciting in the actuality but usually dull in portrayal. And there are other reasons why one reads Mrs. Deering through without skipping. One is that her exceedingly sensitive and appreciative spirit helps to make the analysis a description of subtle phenomena in human exchange rather than a dusty blueprint of techniques. The discussion takes you through successive layers of experience, in contrast with the two dimensional treatment which forums, symposia, panels, and round tables quite commonly receive.

The book is completely free of the flavor of a dissertation and comes as close to being a really usable guide for real people doing a real community job as anything this reviewer has seen.

It is to be regretted that Mrs. Deering confines the subject so largely to meeting near-at-hand problems through group discussion. It is hard to believe that she supports the contention that if we solve our hometown problems the world will wag along all right. Not that she skips the national and international issues entirely. But the book provides little aid for persons who are wrestling with the current job of projecting understanding beyond the Seven Seas.

Neither does the book go so far as this reviewer would like into the vexing question of how to evoke careful and disciplined group thinking on the complex and difficult economic and political problems about which we, the people, must express ourselves. What are the limits of group capability? Do we put any kind of issue before any group? Do we believe in selected groups for knotty issues? How much discipline in group discussion does good "group work" practice demand?

The author includes highly usable sections on "institutes," committee work, community discussional services, neighborhood action, committee and group leadership.

Albany, N. Y. JOHN W. HERRING

Marital Advice

SEX FULFILLMENT IN MARRIAGE, by Ernest R. Groves, Gladys Hoagland Groves and Catherine Groves. Introduction by Robert A. Ross, M. D. Emerson Books. 319 pp. Price $3, postpaid by Survey Associates, Inc.

AS Dr. Ross remarks in the introduction, this volume contains "the best there is on the subject of sex and marriage." What is more important is that the authors demonstrate their appreciation that marriage potentials involve normalities rather than abnormalities, and that sex fulfillment is something to be sought "with insight stemming from knowledge."

This is the first cooperative book of the Groves family. It is a satisfactory source of intelligent and accurate information for those about to enter into marriage. Written with understanding and reasonableness it recognizes that fulfillment in marriage is related to life experience in childhood, the development of proper attitudes before and after sex awakening. It routes the way for mutual marital responsibilities to maintain the romantic element in marriage as well as to further practical happiness. The unity in style and the frank broad understanding of human values makes it a welcome addition to the sound books discussing the human experiences combining biological drives and social living within the framework of socially sanctioned marriage.

New York IRA S. WILE, M.D.

Recreation Study

RECREATION AND DELINQUENCY: A STUDY OF FIVE SELECTED CHICAGO COMMUNITIES, by Ethel Shanas, with the collaboration of Catherine E. Dunning. Prepared for the Chicago Recreation Commission, under the supervision of its Committee on Recreation and Juvenile Delinquency. 284 pp. and index. Price $1.50, postpaid by Survey Associates, Inc.

UNDERTAKEN to discover the relationship between juvenile delinquency and recreation, this study is a statistical investigation into the leisure time activities and interests of 15,000 boys and 8,000 girls between the ages of ten and seventeen, in four areas of high delinquency and one of low delinquency. It includes four recommendations: Chicago needs more adequate provision for recreation under good leadership; workers should give individualized attention to "unofficial delinquents"; programs of existing services must meet the challenge of "high-spirited adolescents"; since recreational services for girls are particularly meager, these should be increased, possibly through neighborhood recreation councils.

Some of the questions raised in the body of the study are: Are group work programs challenging enough to compete with the adventure of crime? Are highly competitive sports and unsupervised mass activities positively conducive to juvenile delinquency? Have group workers consciously used informal activities to attract children into more individualized processes?

With the rise in juvenile delinquency concomitant to the war effort, the need to determine the relation of recreation to juvenile delinquency takes on a new urgency. In this connection, Dr. Philip L. Seman, chairman of the Chicago Recreation Commission, makes the following statement in his preface to the study:

"Recreation is justification in itself, and needs no special pleading on the grounds that it will prevent delinquency. If, however, there is a distinct relationship between recreation and the prevention of delinquency, it is important to know it. And if there are kinds of recreation more effective for character-building than others, it is even more important to know that."

WILLIAM H. RIBACK
Executive Director
Council House, St. Louis, Mo.

Success in College

THE STORY OF THE EIGHT-YEAR STUDY, by Wilford M. Aikin. Harper. 157 pp. Price $1.75, postpaid by Survey Associates, Inc.

IN 1932, a Commission on the Relation of School and College of the Progressive Education Association addressed a communication to the colleges and universities of the country in which it was proposed that the graduates of a selected group of secondary schools be granted the privilege of admission to college for an experimental period without reference to the usual subject and unit requirements. The purpose of this suggestion was two-fold: (1) to enable these schools to experiment in the development of a curriculum which they believed would insure greater mastery and more continuity in learning than the conventional unit system permits, more adequate provision for creative expression, greater emphasis upon an understanding of the problems of our civilization, more sensitive concern for the development of a sense of social responsibility, and more emphasis upon guidance and meeting the needs of students; (2) to test the prevailing as-

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sumption that success in college depends upon previous preparation in specific subjects such as algebra or geometry, chemistry, Latin, ancient history, with a prescribed content within each one of these fields. Some 300 colleges and universities finally agreed to the arrangement for a period of eight years.

"The Story of the Eight-Year Study" is the first of a five-volume report upon this experiment. The author was chairman of the commission and active director of the study. With admirable clarity he reviews for the layman as well as the professional educator the origin, the conduct, and the results of the experiment. He describes the launching of the project, the types of curricula developed within the "thirty school systems"; the methods and devices evolved for the evaluation of the new curricula and a more adequate understanding and direction of the students; the results of what happened to the graduates of the schools upon admission to college; and the suggestions that emerge with reference to future relations between schools and colleges.

The results of the study, as reviewed by Mr. Aikin, are significant. They dispel completely the notion that specific preparation in specific subject matter is essential for success in college. While the schools concerned differed widely from each other, their graduates more than held their own in college. For example, when some 1,475 students from the experimental schools were matched according to age, sex, race, scholastic aptitude scores, home and community background, interest and probable future, with a similar number of students from schools "who had taken the prescribed courses, had graduated from some school not participating in the study, and had met the usual entrance requirements," the advantage was clearly in favor of the non-traditional group. The latter excelled not only in grade averages, in academic honors won, in "intellectual curiosity and drive," in "resourcefulness in meeting new situations," in "ability to plan their time effectively," but also in the extent to which they "enjoyed appreciative experiences in the arts," participated in organized student group activities, and "earned in each year a higher percentage of non-academic honors."

The study proposes, as a substitute for the present plan of admission to college, a method that would not fix the content organization of the high school curriculum but which would neverthless provide colleges with ample information regarding the student, his qualities of character, habits of work, personality and social adjustments. As against subject matter examinations of the old type, the commission recommends the use of scholastic aptitude tests and other educational tests appropriate to a school's objectives.

New York A. LOUISE BRUSH, M.D.

Readers Write

Aliens and Loyalty

TO THE EDITOR: Never before has there been greater need, nor greater compelling necessity for persons who have undertaken the profession of social work to understand and to interpret the nature of our government and what it may become. We who work with aliens, especially those designated by the exigencies of war as alien enemies, and with their American born children, little removed from the conditions and ideologies of their parents' homelands, are constantly aware of their emotional stresses, fears, and uncertainties. We have a unique opportunity of interpreting the ideals of our form of government to them, and we also have an opportunity to interpret their bewilderment of soul to our older American folks in the community.

Nothing could do more to make clear to the foreign born the essentially just attitude of our government toward them than has the Attorney General's order relieving aliens of Italian nationality from the restrictions controlling aliens of enemy nationalities. [See *Survey Midmonthly*, November 1942, page 307.] Moreover, the fine understanding of the alien's position which has been evident in the alien registrations and in the handling of individual cases by the Immigration and Naturalization Service, has revealed the Department of Justice not as a feelingless machine but as a part of a government which takes account of individual people.

Loyal aliens understand that a just consideration of the individual means also that disloyalty to our country must be treated with all severity. They, as all of us, may rest content that the duly authorized agencies of our government are seeking out suspicious and disloyal aliens (and citizens) and that such will be brought to justice by the proper authorities. The loyal Japanese aliens and the large numbers of young citizens of Japanese extraction have given us a magnificent demonstration of cooperation with government orders under trying conditions. Because they have realized that in war the just must suffer with the unjust, young citizens of Japanese blood have put their shoulders to the task of organizing life in the relocation camps.

Because our government is directed by human beings, there will always be some errors. But we can feel sure that when we try to interpret to our government officials the social situation of the folks known to our agencies, we shall receive a fair hearing, and that an effort will be made to see that justice will be done. It is also our task to help our aliens to understand that loyalty, and honesty on their part will bring fair treament as speedily as may be under war conditions. LOUISA S. NEUMANN

International Institute, Providence, R. I.

Can You Adjust?

TO THE EDITOR: While in civilian life I regarded myself as an efficient social worker, possessed of the essential confidence required to perform any task creditably. From where I now stand, I wonder if at times I may have been guilty of dismissing a crisis in another's life with a mere patter of meaningless verbiage. Since becoming an infinitesimal part of an eight-million-man army I have had unusual opportunity to witness the multifarious adjustments men from every range of life must make. The causal factor is now war, rather than a stagnant economy, but the resultant emotional conflicts are even more profound.

The mold for converting a civilian to a soldier is inflexibly fashioned. The thin, the stout, the youngster and the oldster, the nervous and the assured, the intelligent and the dullard, the masculine and the dilettante, and hundreds who might be classified in other categories, all are exposed to the stern routine. The war is a savage and very realistic thing, in which the person can be given scant notice. The initial training is arduous in every sense; and although you may be certain in advance to fail in some educative endeavor, you are required to try. Have you ever seen fear on the face of a man who lacks mental and physical coordination, and is obliged to scale a series of obstacles, or injure himself in the attempt? Can you see the ordinarily cautious man pushed in a gas-filled chamber and given but seconds to remove a gas mask from its case and properly affix it to his head? These are but brief and simple examples of the new experiences war has brought to the inducted individual. Separated completely from a well ordered life, the embryo soldier often undergoes violent psychic reaction. Many will desert ("go over the hill"), seek entrance to a hospital ward, or attempt to devise some means of escape.

Today everyone need adjust himself to the war. Those who remain at home, as well as the soldier, will necessarily have to revise their ideas of living. The social worker is no longer on the sidelines, strictly in an advisory capacity. He is inextricably caught up in the web of war and, as a service man or a remaining civilian, must now fully understand what it means to adjust.

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Well trained psychiatric case worker, preferably with some experience in child guidance work. Apply Jewish Child Guidance Bureau, 682 High Street, Newark, New Jersey.

WANTED: Field secretary for national organization; applicant must be familiar with child protection work and social problems affecting children; possessed of executive ability and be willing to travel. Career position. Adequate salary. Write for particulars to W. A. Ekwall, 50 Madison Avenue, New York City.

Professionally trained and experienced case worker for private family agency in South-West. Salary $1800.00. 7833 Survey.

SITUATIONS WANTED

MAN, college graduate, long social recreational director experience, available for boys' club or similar connection. 7839 Survey.

SOCIAL WORK EXECUTIVE now in Canada wishes to return to the United States. Seeking greater opportunities. Twelve years' successful experience in States and Canada in Institution Administration, Child Welfare and Group work (Settlement). Good organizer, accustomed to hard work. Thirty-five years of age. Excellent references and credentials. 7841 Survey.

THE PAMPHLET SHELF

For Social Workers

ATTACKING ON SOCIAL WORK'S THREE FRONTS, by Shelby M. Harrison. 30 pp. Price 15 cents, from the Russell Sage Foundation, 130 East 22 Street, New York.

A reprint of the presidential address at the National Conference of Social Work in New Orleans last May.

CHILD CARE AND PROTECTION SUPPLEMENT. 40 pp. Price 25 cents, from the Child Welfare League of America, Inc., 130 East 22 Street, New York

A supplement to the league's *Bulletin* for April, 1942, presenting nine discussions of as many phases of the principles, practices, and processes in child care and protection.

A GUIDE FOR EVALUATING CONTRIBUTIONS FROM RESPONSIBLE RELATIVES. 12 pp. Price 20 cents, from the New York Budget Council, 105 East 22 Street, New York.

Schedules and charts to enable social investigators to determine how much support relatives should be expected to contribute.

Social Programs

THE CARE OF THE HOMELESS. Issued by the British Ministry of Health, London, England. 48 pp. Price 15 cents, from the British Information Services, 30 Rockefeller Plaza, New York.

A description of the British emergency welfare services.

PARTICIPATION IN RURAL LIFE, by Mildred Binns Young. 43 pp. Pendle Hill Pamphlet No. 19. Price 15 cents, from Pendle Hill, Wallingford, Pa.

A discussion of how farming can be brought back to good repute as a way of life.

FRIENDS AND A COMMUNITY SERVICE IN WAR AND PEACE, by Arthur Dunham. 67 pp. Price 15 cents, from the American Friends Service Committee, 20 South 12 Street, Philadelphia.

A discussion of the considerations facing Friends in relation to wartime community service, with suggestions of activities for individuals and meetings. ings.

FINAL ACT OF THE EIGHTH PAN AMERICAN CHILD CONGRESS, WASHINGTON, D. C. 31 pp. Pan American Congress Series No. 37 of the Pan American Union, Washington, D. C.

The recommendations of the inter-American conference on child welfare which was held in Washington last May.

DIRECT AND WORK RELIEF AND FEDERAL WORK PROGRAMS IN ALLEGHENY COUNTY, 1920-1941, by Ralph Carr Fletcher, Katharine A. Biehl, and Joseph L. Zarefsky. Social Research Monograph No. 5 of the bureau of social research, Federation of Social Agencies of Pittsburgh and Allegheny County, Pittsburgh. 53 pp. Price 75 cents.

A comprehensive picture of relief expenditures in the county over a twenty-one year period, showing the types of needs that were met and the agencies that participated.

Directory of Social Organizations (cont.)

Health

NATIONAL JEWISH HOSPITAL AT DENVER, 3800 East Colfax Ave., Denver, Colorado, Samuel Schaefer, executive secretary, Chas. J. Kaufman, M.D., Medical Director. Free, non-sectarian for needy tuberculous adults and children (kosher dietary). Maintains children's preventorium. Medical, educational, vocational, occupational, psychological, psychiatric and social services. Esther Cohen, director of Social Service and Vocational Therapy. Applications, New York area: 19 West 44th St., Philip Houtz, director; Philadelphia area: 1103 Widener Building, Harold Greenspun, director; Chicago area: 30 North La Salle St. Other applications through local Jewish Federation and Welfare Funds or direct to Hospital.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—1790 Broadway at 58th St., New York. Ruth Houlton, R.N., Gen. Dir. Advisory Service, statistics, monthly magazine, Public Health Nursing.

NATIONAL TUBERCULOSIS ASSOCIATION—1790 Broadway at 58th St., New York. Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

PLANNED PARENTHOOD FEDERATION OF AMERICA, INC. (formerly Birth Control Federation of America)—A clearing house cooperating with social workers in referring indigent mothers to medically directed birth control clinics in 42 states, including 20 centers in Greater New York. In areas lacking centers, qualified physicians are available. Phone or write: 501 Madison Avenue, New York City. WIckersham 2-8600. Honorary Chairman, Margaret Sanger. President, Richard N. Pierson, M.D.; National Director, D. Kenneth Rose; Medical Director, Claude C. Pierce, M.D.

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Recreation

NATIONAL RECREATION ASSOCIATION—315 Fourth Ave., New York City. To bring to everybody in America, young or old, an opportunity to find the best and most satisfying recreational use of leisure time through participation in music, drama, sports and games, arts and crafts, nature activities; and to help secure adequate playground, recreation centers, swimming pools, beaches, athletic fields and other recreational facilities.

Social Work Personnel

SOCIAL WORK VOCATIONAL BUREAU—122 East 22nd Street, New York City. National placement and counselling service in case work fields. Membership organization for social workers and agencies. No placement fee. Louise C. Odencrantz, Director.

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Is your organization listed in the Survey's Directory of Social Agencies? If not— why not?

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DIRECTORY OF SOCIAL ORGANIZATIONS

Child Welfare

BERKSHIRE INDUSTRIAL FARM, Canaan, New York. A national, non-denominational farm school for problem boys. Boys between 12 and 14 received through private surrender or court commitment. Supported by agreed payments from parents or other responsible persons, in addition to voluntary contributions. For further information address Mr. Byron D. Paddon, Superintendent, or the New York Office at 101 Park Ave. Tel.: Lex. 2-3147.

BOYS' ATHLETIC LEAGUE, INC., 70 Fifth Avenue, New York City. Coordinates the athletic work of 100 Boys' Clubs, Settlement Houses and Community Centers in Greater New York. Gustavus T. Kirby, Honorary President; Edward P. F. Eagan, President; Edson K. Green, Treasurer; Willard L. Kauth, Director. Sponsors the Benjamin Harrison Recreation Center, 657 Tenth Avenue, the Theodore Roosevelt Recreation Center, 698 Tenth Avenue, the Lincoln Recreation Center, 235 West 113 Street, the Forty-Ninth Street Craft Shop, 424 West 49 Street, the Tot Lot, 422 West Forty-Ninth Street, Camp Sebago and Camp Wakonda in the Interstate Park.

BOYS' CLUBS OF AMERICA, INC., 381 Fourth Avenue, N.Y.C.—David W. Armstrong, Exec. Dir. A national organization. Serves member Clubs in programs, activities, methods, financing. Organizes new Clubs. BoysCluBs prepare boys for responsibilities of citizenship. Activities include recreation, physical and health training, vocational training and guidance, and character building under leadership. Work with boys from low income areas.

BOY SCOUTS OF AMERICA, 2 Park Ave., N.Y.C. Inc. in 1910 & chartered by Congress in 1916 to develop character in boys & train them in citizenship. Programs: Cubbing, boys 9-11; Scouting, 12 and older; Senior Scouting, 15 years and older, available locally through sponsorship by schools, churches, fraternal orders, civic groups, etc. Walter W. Head, Pres., James E. West, Chief Scout Executive.

CHILD WELFARE LEAGUE OF AMERICA—130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worthwhile results in phase of child welfare in which they are interested.

THE NATIONAL SOCIETY FOR CRIPPLED CHILDREN OF THE U.S.A., INC., Elyria, Ohio. E. W. Palmer, Kingsport, Tenn., President; E. Jay Howenstine, Executive Secretary. Promotes organization of national, state, provincial and local societies for crippled children. Aids in development of their programs. Assists in drafting and securing the passage of legislation in behalf of cripples. Maintains a Bureau of Information with loan library service. Conducts yearly an Easter Crippled Children Seal Campaign. Bulletins. "The Crippled Child" magazine, bimonthly, $1 a year.

THE SAVE THE CHILDREN FEDERATION, INC., 1 Madison Avenue, New York, founded in 1932 for relief, guidance, and welfare of underprivileged children in neglected areas in this and other countries on non-sectarian and non-racial principles. Organization is working in the United States through local County and Community Committees, and rural social welfare workers, and overseas through affiliations with well established welfare groups. Invites interest and cooperation. Literature on request.

Community Chests

COMMUNITY CHESTS AND COUNCILS, INC., 155 East 44th Street, New York. Information and consultation about cooperative planning and financing of social work through chests and councils of social agencies.

Education

NATIONAL WOMAN'S CHRISTIAN TEMPERANCE UNION, 1730 Chicago Avenue, Evanston, Ill., organized in every state, with 10,000 local auxiliaries, presents a program of alcohol education and Christian Citizenship, with which every interested person is invited to assist. Total abstinence from alcoholic beverages and dues of $1.00 per year are the basis of membership.

Family Living

ASSOCIATION FOR FAMILY LIVING, THE. Resource in child guidance, marriage and family relations. Speakers, counseling, library and materials in youth and parent education. 220 S. State St., Chicago.

THE AMERICAN INSTITUTE OF FAMILY RELATIONS (inc. 1930), directed by Paul Popenoe. Public education, personal service, research. Write for list of publications. 607 S. Hill St., Los Angeles, Calif.

Foundations

AMERICAN FOUNDATION FOR THE BLIND, INC.—15 West 16th Street, New York. A national organization for research and field service. Activities include: assistance to state and local agencies in organizing activities and promoting legislation; research in legislation, vocations, statistics, and mechanical appliances for the blind; maintenance of a reference lending library. M. C. Migel, President; Robert B. Irwin, Executive Director.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—Shelby M. Harrison, General Director; 130 E. 22nd St., New York. Departments: Arts and Social Work. Charity Organization, Consumer Credit Studies, Industrial Studies, Library, Social Work Interpretation, Social Work Year Book, Statistics, Surveys. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

THE GOLDEN RULE FOUNDATION—Incorporated March 1929 by special act of the Legislature of the State of New York, serves the American public as "a people's foundation," rendering to the average citizen a service similar to that rendered to their respective founders by well-known private foundations. This includes: 1, Study of needs as to strategic importance; 2, Stewardship education and stimulation of increased giving by promotion of (a) International Golden Rule Week, (b) Golden Rule Observance of Mothers' Day, Thanksgiving and Christmas, (c) Religion and Welfare Program, (d) Daily Remembrance of War Sufferers Through Coin-a-Meal Globes; 3, Allocation of relief and welfare funds as grants-in-aid to institutions and agencies recommended by the Survey Committee; 4, Administration of trust funds for philanthropic purposes. These funds may be contributed as (a) Unconditional gifts, (b) Memorial gifts and funds, (c) Gifts on the annuity plan, (d) Private benevolent funds, (e) Bequests by will. Charles V. Vickrey, President, 60 East 42nd Street, New York, N. Y.

Penology

THE OSBORNE ASSOCIATION, INC., 114 East 30th Street, New York, N. Y. Telephone CAledonia 5-9720-9721. Activities:—Collects information about penal institutions and works to improve standards of care in penal institutions. Aids discharged prisoners in their problems of readjustment by securing employment and giving such other assistance as they may require. Wm. B. Cox, Executive Secretary.

Racial Adjustment

NATIONAL URBAN LEAGUE, INC., with its 44 branches improves social conditions of Negroes seeking "no alms, but opportunity" for them. Secures and trains social workers. Investigates conditions of city life as bases for practical work. Publishes OPPORTUNITY, Journal of Negro Life. Solicits gifts. 1133 Broadway, New York, N. Y.

Industrial Democracy

LEAGUE FOR INDUSTRIAL DEMOCRACY—Promotes a better understanding of problems of democracy in industry through its pamphlet, research and lecture services and organization of college and city groups. Executive Director, Harry W. Laidler, 112 East 19th Street, New York City.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—Fred K. Hoehler, President, Chicago; Howard R. Knight, Secretary, 82 N. High St., Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting and issues a quarterly Bulletin. The seventieth annual convention of the Conference will be held in the form of three regional meetings scheduled as follows: New York City, March 8-12; St. Louis, Mo., April 12-16; Cleveland, Ohio, May 24-28. Proceedings are sent free of charge to all members upon payment of a membership fee of $5.

National Red Cross

THE AMERICAN RED CROSS—Administered through National Headquarters in Washington, D. C., and three Branch Offices in San Francisco, St. Louis and Alexandria, Va. There are 3,721 local Chapters organized mostly on a county basis. Services of the Red Cross are: Disaster Relief, First Aid, Water Safety and Accident Prevention, Junior Red Cross, Medical and Health Services, Nursing Service, Services to the Armed Forces, and Volunteer Special Services.

Religious Organizations

HOME MISSIONS COUNCIL OF NORTH AMERICA—297 Fourth Ave., New York City. The Inter-Denominational body of the home mission boards of 23 denominations of the United States and Canada. President, George Pitt Beers; Executive Secretaries, Edith E. Lowry, Mark A. Dawber; Migrant Supervisor, Western Area, Mrs. F. E. Shotwell, 3330 West Adams Blvd., Los Angeles, Calif.; Migrant Supervisor, Gulf to Great Lakes Area, Miss Helen White, 1411 Locust Street, St. Louis, Mo.

JEWISH WELFARE BOARD, 220 Fifth Avenue, New York City. Frank L. Weil, President; Carl M. Loeb, Jr., Treasurer; Joseph Rosenzweig, Secretary; Louis Kraft, Executive Director. A national agency serving as parent body for Jewish Community Centers, YMHAs, etc., and providing welfare, religious and social activities for soldiers and sailors and other members of defense forces. A member of the United Service Organizations.

NATIONAL BOARD, YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS, 600 Lexington Ave., New York City. An international Christian woman movement devoted to service for women and girls and the attempt to help build a society in which the abundant life is possible for every individual.

NATIONAL COUNCIL OF JEWISH WOMEN, INC.—1819 Broadway, New York City. Mrs. Maurice L. Goldman, President; Mrs. Karl J. Kaufmann, Chairman Ex. Com.; Miss Flora R. Rothenberg, Ex. Dir. Organization of Jewish women initiating and developing programs and activities in service for foreign born, peace, social legislation, adult Jewish education, and social welfare. Conducts bureau of international service. Serves as clearing bureau for local affiliated groups throughout the country.

NATIONAL COUNCIL OF YOUNG MEN'S CHRISTIAN ASSOCIATIONS—347 Madison Ave., New York City. 1187 local Associations federated for Christian leadership and citizenship training among young men and boys.

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Professional Education for Social Work

For positions of responsibility in social work, professional education is essential. The following schools constitute the membership of the American Association of Schools of Social Work. Schools offering a curriculum of one year are indicated by *. Schools not so marked offer two years or more. Correspondence with individual schools is recommended. For information regarding the Association address the Secretary, Miss Leona Massoth, University of Pittsburgh.

ATLANTA UNIVERSITY SCHOOL OF SOCIAL WORK
247 Henry St., S.W., Atlanta, Ga.
Forrester B. Washington, *Director*

BOSTON COLLEGE SCHOOL OF SOCIAL WORK
126 Newbury Street, Boston, Mass.
Rev. Walter McGuinn, S.J., *Dean*

BOSTON UNIVERSITY, SCHOOL OF SOCIAL WORK
84 Exeter St., Boston, Mass.
Richard K. Conant, *Dean*

BRYN MAWR COLLEGE, Bryn Mawr, Pa.
Carola Woerishoffer Graduate Dept. of Social Economy and Social Research
Mildred Fairchild, *Director*

UNIVERSITY OF BUFFALO SCHOOL OF SOCIAL WORK
University Campus, and 25 Niagara Square
Niles Carpenter, *Dean*

UNIVERSITY OF CALIFORNIA, Berkeley, Calif.
Department of Social Welfare
Harry M. Cassidy, *Director*

CARNEGIE INSTITUTE OF TECHNOLOGY
Department of Social Work, Pittsburgh, Pa.
Mary Clarke Burnett, *Head of Department*

CATHOLIC UNIVERSITY OF AMERICA
School of Social Work, Washington, D. C.
Rev. Thomas E. Mitchell, *Dean*

UNIVERSITY OF CHICAGO, Chicago, Ill.
School of Social Service Administration
Helen Wright, *Dean*

UNIVERSITY OF DENVER, Denver, Colorado
Department of Social Work
Florence W. Hutsinpillar, *Director*

FORDHAM UNIVERSITY SCHOOL OF SOCIAL SERVICE
134 East 39th Street, New York, N. Y.
Miss Anna E. King, *Dean*

*UNIVERSITY OF HAWAII, Honolulu, Hawaii
Department of Social Work Training
Ferris F. Laune, *Director*

*HOWARD UNIVERSITY, Washington, D. C.
Graduate Division of Social Work
Inadel Burns Lindsay, *Acting Director*

INDIANA UNIVERSITY, Indianapolis, Indiana
Training Course for Social Work
Louis E. Evans, *in charge*

*LOUISIANA STATE UNIVERSITY, Baton Rouge, La.
School of Social Welfare
Earl E. Klein, *Director*

UNIVERSITY OF LOUISVILLE, Louisville, Ky.
Graduate Division of Social Administration
John J. Cronin, *Director*

LOYOLA UNIVERSITY SCHOOL OF SOCIAL WORK
28 North Franklin Street, Chicago, Ill.
Roman L. Haremski, *Acting Dean*

UNIVERSITY OF MICHIGAN, Curriculum in Social Work, 60 Farnsworth Ave., Detroit, Michigan
Robert W. Kelso, *Director*

UNIVERSITY OF MINNESOTA, Minneapolis, Minn.
Graduate Course in Social Work
F. Stuart Chapin, *Director*

THE MONTREAL SCHOOL OF SOCIAL WORK
3600 University St., Montreal, Canada
Dorothy King, *Director*

NATIONAL CATHOLIC SCHOOL OF SOCIAL SERVICE
2400 19th Street, N.W., Washington, D. C.
Rev. Lucian L. Lauerman, *Director*

UNIVERSITY OF NEBRASKA, Lincoln, Neb.
Graduate School of Social Work
Frank Z. Glick, *Director*

THE NEW YORK SCHOOL OF SOCIAL WORK of Columbia University
122 East 22nd Street, New York, N. Y.
Walter W. Pettit, *Director*

UNIVERSITY OF NORTH CAROLINA, Division of Public Welfare and Social Work, Chapel Hill, N. C.
Roy M. Brown, *Director*

OHIO STATE UNIVERSITY, Columbus, Ohio
School of Social Administration
Charles C. Stillman, *Director*

*UNIVERSITY OF OKLAHOMA, Norman, Oklahoma
School of Social Work
J. J. Rhyne, *Director*

UNIVERSITY OF PENNSYLVANIA, Philadelphia, Pa.
Pennsylvania School of Social Work
Kenneth L. M. Pray, *Director*

UNIVERSITY OF PITTSBURGH, Pittsburgh, Pa.
School of Applied Social Sciences
W. I. Newstetter, *Dean*

SCHOOL OF SOCIAL SERVICE
SAINT LOUIS UNIVERSITY
St. Louis, Missouri
Rev. A. H. Scheller, S.J., *Director*

SIMMONS COLLEGE SCHOOL OF SOCIAL WORK
18 Somerset Street, Boston, Mass.
Katharine D. Hardwick, *Director*

SMITH COLLEGE SCHOOL FOR SOCIAL WORK
Northampton, Massachusetts
Everett Kimball, *Director*

UNIVERSITY OF SOUTHERN CALIFORNIA, Los Angeles
Graduate School of Social Work
Arlien Johnson, *Dean*

UNIVERSITY OF TORONTO, Toronto, Canada
School of Social Work
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*STATE COLLEGE OF WASHINGTON, Pullman, Wash.
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Graduate School of Social Work
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WESTERN RESERVE UNIVERSITY, Cleveland, Ohio
School of Applied Social Sciences
Leonard W. Mayo, *Dean*

*WEST VIRGINIA UNIVERSITY, Morgantown, W. Va.
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E. M. Sunley, *Head of Department*

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Richmond School of Social Work, Richmond, Va.
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